

# District Improvement Plan 2009-2010

## District Goal 1:

**All students will be successful in reaching high standards of academic proficiency.**

### Needs Assessment

The District Site-based committee and the leadership team conducted a comprehensive needs assessment that was completed on July 22, 2009. Program Audit Tools were used to evaluate Title programs, State Compensatory, Bilingual/ESL, Dyslexia, Special Education, Career and Technology, Gifted and Talented, and Highly Qualified. Data used for goal 1 was preview accountability data tables, AYP data, and specific program evaluation data. The data indicated a need for accelerated instruction in math and science. Priority needs include 3rd, 4th, and 6th grade math, 5th and 10th grade science, Hispanic math and science, economically disadvantaged math, science and writing, and special education reading and math.

Performance Objective:

**1.1 Increase Science TAKS scores for all student groups.**

Performance Objective:

**1.2 Increase Math TAKS scores for all student groups.**

Performance Objective:

**1.3 Increase Writing TAKS scores for Hispanic and Economically Disadvantaged.**

Performance Objective:

**1.4 Increase Special Education and LEP Reading and Math TAKS scores to meet or exceed AYP standards.**

Performance Objective:

**1.5 Increase commended performance on all TAKS tested subjects.**

Summative Evaluation

**2010 TAKS scores for all student groups.**

| Strategy  | Person Responsible                                   | Resources<br>Human/Material/Fiscal | Timeline<br>Start/End | Formative Assessment             | Notes                  |
|---|--|------------------------------------|-----------------------|----------------------------------|------------------------|
| 1.1-1.5 Provide staff with tools and training to disaggregate data.     | Supt., Assist. Supt, Curriculum Director, Principals | PRISM                              | August 2009-May 2010  | Professional development sign-in | See campus objectives. |
| 1.1-1.5 Provide early release waiver days for professional development. | Superintendent, District Excellence Committee        | Staff development budget           | August 2009-June 2010 | Approved waiver application.     |                        |

|   |                                 |   |                       |   |                        |
|---|---------------------------------|---|-----------------------|---|------------------------|
| 1.1-1.5 Combine State Comp and Title I, Part A funds to provide accelerated instruction programs to help students reach high levels of proficiency. | Superintendent                  | State Comp and Title I A funds                              | August 2009-July 2010 | District Budget   |                        |
| 1.1-1.5 Provide interventions to help students improve academic proficiency.  | Campus principals and teachers. | Computer-assisted instruction, on-line resources, tutorials | August 2009-July 2010 | Campus tutorial and intervention schedules, and benchmark testing | See campus objectives. |

| <b>District Goal 2:</b>   |                                 | <b>There will be a strong school/community relationship developed through effective communication to ensure well-informed students, parents, staff and community.</b>  |                         |                      |                        |
|---|---------------------------------|--|-------------------------|----------------------|------------------------|
| <b>Needs Assessment</b>   |                                 | The Board of Trustees, superintendent, and community members are committed to the systemic process. Data used to determine continuation of the process include agendas from community meetings, parent surveys, systemic planning process steps, and evaluation of district goals. Data indicates a need to continue the process to involve parents and community members in the educational process to develop a culture in which there are shared beliefs and values throughout the district to anchor student and adult learning. |                         |                      |                        |
| Performance Objective:  |                                 | <b>2.1 Continue the Systemic Planning Process to move the District Leadership from a Level 2 to a Level 3.</b>   |                         |                      |                        |
| Performance Objective:  |                                 | <b>2.2 Increase parental involvement in the educational process.</b>   |                         |                      |                        |
| Summative Evaluation  |                                 | <b>Community and parent surveys. Calendar events and committee meeting minutes.</b>  |                         |                      |                        |
| Strategy  | Person Responsible              | Resources<br>Human/Material/Fiscal   | Timeline<br>Start/End   | Formative Assessment | Notes                  |
| 2.1. Schedule systemic planning activities.                                       | Superintendent, Leadership Team | Personnel and community members  | August 2009 to May 2010 | Calendar events      | See campus objectives. |
| 21. Schedule meetings with C3 members.  | Superintendent                  | Community members  | August 2009 to May 2010 | Agendas              |                        |
| 2.2 Schedule meaningful activities to involve parents in the educational process. | Campus principals and teachers  | Personnel  | August 2009 to May 2010 | Calendar events      | See campus objectives. |

| <b>District Goal 3:</b>                                   | <b>Como-Pickton CISD graduates will be prepared for college and/or the workplace and will exemplify the graduate profile developed by the district.</b>  |   |                         |  |  |
|---|--|---|-------------------------|--|--|
| <b>Needs Assessment</b>                                   | <b>The District Site-based committee and the leadership team conducted a comprehensive needs assessment that was completed on July 22, 2009. Data used to determine needs included dropout and completion rates for Holy Highway and Como-Pickton, parent surveys, PEIMS attendance data and STAR chart data. Data indicated a need to provide interventions for Holy Highway students to increase the completion rate, a need to provide professional development to staff to integrate technology so that Como-Pickton students meet the graduation profile, and a need to improve average daily attendance.</b> |   |                         |  |  |
| Performance Objective:                                    | <b>3.1 Improve the completion rate of all student groups, including At Risk, to meet or exceed AYP and AEIS standards.</b>   |   |                         |  |  |
| Performance Objective:                                    | <b>3.2 Utilize technology and district resources to prepare graduates to meet profile expectations.</b>  |   |                         |  |  |
| Performance Objective:                                    | <b>3.3 Increase appreciation for personal health and wellness.</b>   |   |                         |  |  |
| Summative Evaluation                                      | <b>AEIS indicators for dropout rate, completion rate, SAT/ACT, and attendance rate.</b>  |   |                         |  |  |
| Strategy  | Person Responsible   | Resources<br>Human/Material/Fiscal                          | Timeline<br>Start/End   | Formative Assessment                       | Notes  |
| 3.1 Provide career education activities for all students. | Campus principals, counselors, CTE teachers, and teachers  | Training Materials  | August 2009 to May 2010 | CTE and counselor calendar of events       | See campus objectives. See appendix for student profile. |
| 3.1, Provide dropout interventions for at-risk students.  | Campus principals, counselors, teachers  | Personnel   | August 2009 to May 2010 | AEIS, AYP dropout and completion rate data | See campus objectives.                                   |
| 3.1, 3.2 Integrate technology into the curriculum.        | Campus principals, technology team, teachers   | CTE, Technology and local funds                             | August 2009 to May 2010 | Lesson Plans                               | See campus objectives.                                   |
| 3.2 Purchase presentation systems to present lessons.     | Superintendent   | Title I D Stimulus, SpEd Stimulus , state comp, local funds | August 2009 to May 2010 | Budgets                                    |  |

|  |   |                                       |                         |                     |  |
|--|---|---------------------------------------|-------------------------|---------------------|--|
| 3.2 Provide WI-FI wireless internet network infrastructure to serve all district facilities. | Superintendent                              | Title I Stimulus funds, Migrant funds | August 2009 to May 2010 | Budget              |  |
| 3.2 Purchase Internet 2 through Region 8.  | Superintendent                              | Title II D Stimulus funds             | August 2009 to May 2010 | Budget              |  |
| 3.3 Provide activities to increase health awareness and improve attendance.                  | Campus principals, teachers, coaching staff | Personnel                             | August 2009 to May 2010 | Program evaluations | See campus objectives. See appendix for student profile. |

| <b>District Goal 4:</b>   | <b>Students will attend campuses that are safe and orderly.</b>  |  |                               |                      |                        |
|---|--|--|-------------------------------|----------------------|------------------------|
| <b>NeedsAssessment</b>  | <b>The leadership team analyzed RSCCC discipline data and principal referral data. Data indicated a need to continue programs for substance abuse and violence prevention and to increase safety procedures.</b> |  |                               |                      |                        |
| Performance Objective:  | <b>4.1 Ensure equity and consistency in discipline.</b>  |  |                               |                      |                        |
| Performance Objective:  | <b>4.2 Maintain or increase programs for substance abuse and violence prevention.</b>  |  |                               |                      |                        |
| Performance Objective:  | <b>4.3 Increase safety programs and procedures.</b>  |  |                               |                      |                        |
| Summative Evaluation  | <b>RSCCC discipline report. Counselors' calendar of events.</b>  |  |                               |                      |                        |
| Strategy  | Person Responsible   | Resources<br>Human/Material/Fiscal                   | Timeline<br>Start/End         | Formative Assessment | Notes                  |
| 4.1 Implement Positive Behavior Support Model of Discipline.              | Supt., Assist. Supt.,<br>Campus principals   | Region VIII Support Staff,<br>Principals, Teachers   | August 2009 to<br>May 2010    | Discipline Referrals | See campus objectives. |
| 4.2 Schedule substance abuse and violence prevention programs.            | Campus principals,<br>counselors   | Region VIII Title IV Shared<br>Services, Local Funds | September 2009 to May<br>2010 | Calendar events      | See campus objectives. |
| 4.3 Collaborate with local authorities to increase campus safety.         | Superintendent   | Personnel  | September 2009 to May<br>2010 | Meeting agendas      |                        |
| 4.4 Collaborate with the SHAC committee to provide prevention activities. | Superintendent, SHAC<br>committee  | Personnel  | September 2009 to May<br>2010 | Meeting agendas      |                        |

| <b>District Goal 5:</b>  | <b>The District will recruit and retain highly qualified personnel.</b>  |                                    |                           |                                 |                    |
|--|--|------------------------------------|---------------------------|---------------------------------|--------------------|
| <b>Needs Assessment</b>  | The leadership team reviewed data from the Highly qualified report, job fairs, teacher interviews, and personnel records. Data indicates a need to continue to employ highly qualified personnel in the areas of math, science, and bilingual education. |                                    |                           |                                 |                    |
| Performance Objective:   | <b>5.1 Participate in recruitment activities and promote District employment opportunities.</b>  |                                    |                           |                                 |                    |
| Performance Objective:   | <b>5.2 Provide opportunities for personnel to obtain certifications and qualifications for employment.</b>   |                                    |                           |                                 |                    |
| Summative Evaluation   | <b>Highly Qualified Report</b>   |                                    |                           |                                 |                    |
| Strategy   | Person Responsible   | Resources<br>Human/Material/Fiscal | Timeline<br>Start/End     | Formative Assessment            | Notes              |
| 5.1 Continue to recruit highly qualified teachers and bilingual teachers.    | Superintendent   | Title II A Funds                   | August 2009 - May 2010    | Job postings                    | Contracts          |
| 5.1 Provide stipends and incentives to retain highly qualified teachers.     | Superintendent   | Title II A Funds<br>Local Funds    | August 2009 - May 2010    | Board minutes                   | Budget             |
| 5.1 Post District employment opportunities using various media sources.      | Superintendent   | Local Funds                        | August 2009 - July 2010   | Postings                        |                    |
| 5.1 Purchase SearchSoft Applicant Tracking System online application program | Superintendent   | Local Funds                        | August 2009               | Requisition                     | Budget             |
| 5.2 Provide assistance to obtain additional certifications.                  | Superintendent   | Title II A Funds                   | September 2009 - May 2010 | Alternative Certification Plans | SBEC Certification |

# Campus Improvement Plan 2009-2010

| <b>District Goal 1:</b>   | <b>All students will be successful in reaching high standards of academic proficiency.</b>                  |                                    |                             |  |   |
|---|---|------------------------------------|-----------------------------|--|---|
| Performance Objective:  | <b>1.1 Increase Science TAKS scores for all student groups</b>  |                                    |                             |  |   |
| Performance Objective:  | <b>1.2 Increase Math TAKS scores for all student groups.</b>  |                                    |                             |  |   |
| Performance Objective:  | <b>1.3 Increase Writing TAKS scores for Hispanic and economically disadvantaged.</b>                        |                                    |                             |  |   |
| Performance Objective:  | <b>1.4 Increase Special Education and LEP Reading and Math TAKS scores to meet or exceed AYP standards.</b> |                                    |                             |  |   |
| Performance Objective:  | <b>1.5 Increase commended performance on all TAKS tested subjects.</b>                                      |                                    |                             |  |   |
| Summative Evaluation  | <b>2010 TAKS scores for all student groups.</b>   |                                    |                             |  |   |
| Strategy  | Person Responsible  | Resources<br>Human/Material/Fiscal | Timeline<br>Start/End       | Formative Assessment                                     | Summative Assessment  |
| 1.1 & 1.2 Continue Response to Intervention (RTI) for math and science for students in gr. 3 -11. | 3-11 Science and Math teachers, SpEd teachers, Principals   | Personnel                          | September 2009 - April 2010 | 3 week progress report                                   | 6 weeks grade reporting   |
| 1.1 Provide dedicated Science learning lab time.  | K-5 teachers, lab teacher, elementary principal   | Personnel                          | August 2009-June 2010       | Artifacts, experiments, lesson plans, Cscope activities. | Unit Assessments, 5th TAKS science scores all groups above 80%, commended increased by 10%. |



|  |   |                                  |                             |                                       |  |
|--|---|----------------------------------|-----------------------------|---------------------------------------|--|
| 1.1 & 1.2 My Prism, Cscope, After School Tutorials, and TAKS Bellringers             | 3-11 Science and Math teachers, SpEd teachers, Principals   | State Comp/Title I, Part A Funds | September 2009 - April 2010 | Benchmarks and Curriculum Assessments | Increase SpED, Hispanic and Econ. Dis. Math and Science TAKS scores to 80% or higher |
| 1.1 & 1.2 Use Agile Mind and Study Island.   | 7-11 Science and Math teachers, Principals  | State Comp/Title I, Part A Funds | September 2009 - April 2010 | Benchmarks and Curriculum Assessments | Increase Hispanic and Econ. Dis. Math and Science TAKS scores to 80% or higher       |
| 1.1 & 1.2 Team Teaching in Math and Science  | 6-11 Math Regular Ed and Special Ed Teachers, Principals and 9-11 Science Regular Ed and Special Ed and Principal | Personnel                        | September 2009 - April 2010 | Benchmarks and Curriculum Assessments | Increase Hispanic and Econ. Dis. Math and Science TAKS scores to 80% or higher       |
| 1.1-1.2 Use computer-assisted instruction to address weak areas in science and math. | Elementary teachers   | Success Maker                    | September 2009 - April 2010 | Benchmarks and Curriculum Assessments | Increase Hispanic and Econ. Dis. Math and Science TAKS scores to 80% or higher       |
| 1.1-1.2 Use TMDS and TSDS.   | 6-12 Math and Science Teachers and Jr. H. and H.S. Principals   | Region 8                         | September 2009 - April 2010 | Benchmarks and Curriculum Assessments | Increase Hispanic and Econ. Dis. Math and Science TAKS scores to 80% or higher       |
| 1.2 Provide bilingual support for students struggling in math and science.           | Migrant Program   | Title I C                        | August 2009-June 2010       | Benchmarks, curriculum assessments    | Increase Migrant/LEP TAKS math and science to 80% or higher.                         |
| 1.2 Provide small-group math intervention to 3-8 gr. Students.                       | 3-8 Math Interventionist Elem. And Jr. High Principals  | State Comp                       | September 2009 - April 2010 | Benchmarks                            | Increase LEP, Hispanic and Econ. Dis. Math and Science TAKS scores to 80% or higher  |

|  |   |   |                             |   |   |
|--|---|---|-----------------------------|---|---|
| 1.2 & 1.5 Implement math problem-solving strategy.   | PK-5th grade teachers, math interventionist, elementary principal                     | Personnel   | August 2009-June 2010       | Lesson Plans, Benchmarks, Curriculum assessments  | Increase commended performance on math TAKS by 2%.  |
| 1.1 & 1.2 Provide RTI in small groups to Holy Highway students in math and science.  | Holy Highway Administrator and Staff  | C-Scope, Study Island, A+ Title I D funds               | September 2009 - April 2010 | Benchmarks  | Increase Science and math TAKS to 80% or higher.  |
| 1.3 & 1.5 Expand the district writing initiative.  | K-12 teachers, principals   | Local funds   | August 2009-June 2010       | Benchmarks, Curriculum Assessments, and Writing Portfolios with revised writing.                    | TAKS writing scores above 80%. 50% LEP students increase TELPAS writing.                                  |
| 1.4 Implement Voyager reading program for struggling readers.  | Regular Ed, Special Ed, and ESL Reading Teachers, Principals, and Curriculum Director | Title III, SpEd stimulus, Title I stimulus, State Comp. | August 2009-June 2010       | Progress monitoring.  | Increase TAKS Lexile scores by 10% for students in program. Increase comprehension Tejas Lee and TPRI 20% |
| 1.1-1.2 Provide instructional aides to assist migrant students listed on PFS report in science and math classes.                               | Migrant Director  | Title I, Part C Migrant Funds                           | September 2009-June 2010    | Cscope assessments and TAKS benchmarks  | Increase TAKS math and science for migrant students to 80%.   |
| 1.4 & 1.5 Implement Wordly Wise Vocabulary Program   | ELA Teachers and Principals Grades 4-12   | State Comp  | September 2009-June 2010    | Benchmarks, Curriculum Assessments, and Writing Portfolios  | Writing Portfolios  |
| 1.5 Provide enrichment activities in core subjects in gr. 6-12.  | Principal, teachers 6-12  | Local funds, GT   | September 2009 -June 2010   | Study Island data, Agile Mind data, Benchmarks, Curric. Assessmts., Cscope 5-E model, lesson plans. | Increase commended performance in all TAKS subjects by 2%.  |
| 1.4 Implement CIRCLE progress/assessment testing for PK students to determine intervention and differentiated instruction in reading and math. | PK, Headstart and Bilingual PK teachers   | Local Funds   | October 2009- May 2010      | BOY, MOY, EOY assessments   | Consistent increase in student performance on CIRCLE in letters, vocabulary and phonological awareness.   |

| 1.1-1.5 Utilize Functional Academic Curriculum for Exceptional Students (FACES) for TAKS M test-takers. | SpEd Teachers, SpEd Director  | SpEd Funds                         | September 2009- June 2010         | Lesson plans         | Increase in TAKS M passing scores. |
|---|---|------------------------------------|-----------------------------------|----------------------|------------------------------------|
| 1.1-1.5 Provide orientation activities to PK, 5th, 6th and 8th grade students.                          | PK 5th, 6th, and 8th grade teachers   | Local funds, PreK grant            | August to December 2009, May 2010 | Lesson plans         | Passing grades.                    |
| <b>District Goal 2:</b>   | <b>There will be a strong school/community relationship developed through effective communication to ensure well informed students, parents, staff and community.</b> |                                    |                                   |                      |                                    |
| Performance Objective:  | <b>2.1 Continue Systemic Planning Process to move the District Leadership from a Level 2 to a Level 3.</b>  |                                    |                                   |                      |                                    |
| Performance Objective:  | <b>2.2 Increase parental involvement in the educational process.</b>  |                                    |                                   |                      |                                    |
| Summative Evaluation  | <b>Community and parent surveys. Calendar events and committee meeting minutes.</b>   |                                    |                                   |                      |                                    |
| Strategy  | Person Responsible  | Resources<br>Human/Material/Fiscal | Timeline<br>Start/End             | Formative Assessment | Summative Assessment               |
| 2.1 Conduct book Studies in PLC's   | Principles, Teachers PK-12, and Leadership Team   | Local Funds                        | October 2009- May 2010            | Faculty Survey       | Systemic Rubric                    |
| 2.2 Conduct parent Conferences for failing students.  | Principals, Teachers PK-12  | Personnel                          | October 2009- May 2010            | Failure report       | Contact Log                        |
| 2.2 Schedule parent report card pick up first six weeks.  | Principals, Teachers PK-12  | Staff time                         | October 2009- May 2010            | Calendar of events   | Parent sign-in                     |
| 2.1 Recognize community members during school board meetings.   | Superintendent, Assist. Supt., Principals   | Staff time                         | October 2009- May 2010            | Agenda               | Minutes                            |
| 2.2 Conduct home Visits   | Principals  | Staff time                         | October 2009- May 2010            | Attendance Records   | Contact Log                        |

| 2.2 Distribute Community/Parent Surveys                    | Principals  |                                    | October 2009- May 2010           | Calendar of events            | Survey Results   |
|--|---|------------------------------------|----------------------------------|-------------------------------|--|
| <b>District Goal 3:</b>                                    | <b>Como-Pickton CISD graduates will be prepared for college and/or the workplace and will exemplify the graduate profile developed by the district.</b> |                                    |                                  |                               |  |
| Performance Objective:                                     | <b>3.1 Increase the completion rate of all student groups, including At Risk, to meet or exceed AYP and AEIS standards.</b>                             |                                    |                                  |                               |  |
| Performance Objective:                                     | <b>3.2 Utilize technology and district resources to prepare graduates to meet profile expectations.</b>   |                                    |                                  |                               |  |
| Performance Objective:                                     | <b>3.3 Increase awareness of personal health and wellness.</b>  |                                    |                                  |                               |  |
| Summative Evaluation                                       | <b>AEIS indicators for dropout, completion, and attendance rates, SAT/ACT scores, and attendance rate.</b>  |                                    |                                  |                               |  |
| Strategy   | Person Responsible  | Resources<br>Human/Material/Fiscal | Timeline<br>Start/End            | Formative Assessment          | Summative Assessment   |
| 3.1 Implement Ready Set Teach program.                     | CTE teacher   | Personnel                          | August 2009-June 2010            | Teacher evaluation of student | Teacher and Mentor evaluation of student and number of students majoring in education. |
| 3.1 Offer high-interest enrichment activities for students | Principal, teachers 9-12  | Personnel                          | September 2009 -May 2010         | Student Sign up Sheets        | AYP dropout and completion rate.   |
| 3.1 Offer SAT/ACT Prep Classes                             | Principal & Linda Rankin  | Personnel                          | Biweekly September 2009-May 2010 | Student Sign up Sheets        | SAT/ACT Scores   |
| 3.1 Conduct home visits to increase attendance.            | Principals  | Personnel                          | August 2009-June 2010            | Attendance Records            | Contact Log  |

|  |  |  |                          |                                |  |
|--|--|--|--------------------------|--------------------------------|--|
| 3.1 Provide information to secondary students, teachers, and parents on higher education admissions and financial aid, the TEXAS grant program, and the Teach for Texas grant program. | Secondary Counselor, ESD/Migrant Director        | Staff time   | August 2009-June 2010    | Counselor's calendar of events | Sign-in sheets   |
| 3.3 Use Dairy Max Funds to promote physical and nutritional activities.  | Junion High Principal, Coach                     | Dairy Max Funds  | October 2009 to May 2010 | Point evaluation system        | Survey Results   |
| 3.1 Provide educational counseling to Holy Highway students to include post-graduate goal-setting activities.  | Holy Highway Administrator and Staff             | Staff time   | September 2009-May 2010  | Counseling logs                | AEIS and AYP indicators for H.H. completion rate           |
| 3.1 & 3.3 Provide awards for attendance.   | Principals                                       | PTO/Principal's Activity Fund                                | October 2009-June 2010   | Attendance Report              | AEIS and AYP Indicators                                    |
| 3.2 Provide laptops for Holy Highway students' checkout for tutorials and after-class use.   | Holy Highway Administrator and Staff             | Title I Part D Stimulus funds                                | September 2009-June 2010 | Benchmarks                     | Increase science and math TAKS to 80% or higher.           |
| 3.2 Utilize presentation systems to present lessons.   | Principals, Teachers PK-12, Holy Highway teacher | SpEd stimulus funds, state comp, local funds, Title I Part D | August 2009-June 2010    | Lesson Plans                   | Principal documentation                                    |
| 3.2 Offer summer school for credit recovery.   | Summer School Director                           | Tuition  | June 2009-July 2010      | Failure report                 | Credit recovery report                                     |
| 3.2 Utilize Testing and Educational Reference Center to prepare students for post-secondary testing  | Secondary Counselor, CTE teachers                | Local Funds  | October 2009-May 2010    | Pretests                       | ACT, SAT, PSAT, ASVAB, THEA, Military and Vocational tests |
| 3.2 Provide opportunities for students to gain occupational certifications.  | CTE teachers                                     | Industry Partnerships, CTE funds                             | August 2009-June 2010    | Exam registrations             | Industry Certifications                                    |
| 3.2 Offer English 1301 & 1302 through NTCC.  | H.S. English Teacher/NTCC                        | Local funds  | August 2009-June 2010    | Dual Credit Class Registration | Dual Credit Class Credit awarded by NTCC                   |

| 3.3 Provide programs to increase physical activity and/or reduce obesity: Fuel Up to Play, TOT, Field House    | SHAC committee, principals  | Dairy Max Funds, TOT curriculum                            | August 2009-June 2010    | Fitness log                 | Fitness Gram                             |
|--|---|--|--------------------------|-----------------------------|--|
| 3.3 Provide programs to build self-respect through wellness; Flu vaccines, All Smiles, CPR/First Aide training | SHAC committee, principals  | State Health Dept., Mobile dentists, American Heart Assoc. | August 2009-June 2010    | Logs                        | Certificates of Completion, Fitness Gram |
| 3.3 Offer comprehensive strength and conditioning program for all students.                                    | Athletic Director, Coaches  | Personnel  | August 2009-June 2010    | Strength and speed pretests | Post tests                               |
| <b>District Goal 4:</b>  | <b>Students will attend campuses that are safe and orderly.</b>                   |  |                          |                             |  |
| Performance Objective:   | <b>4.1 Ensure equity and consistency in discipline.</b>                           |  |                          |                             |  |
| Performance Objective:   | <b>4.2 Maintain or increase substance abuse and violence prevention programs.</b> |  |                          |                             |  |
| Performance Objective:   | <b>4.3 Increase safety programs and procedures.</b>                               |  |                          |                             |  |
| Summative Evaluation   | <b>RSCCC discipline report. Counselors' calendar of events.</b>                   |  |                          |                             |  |
| Strategy   | Person Responsible  | Resources<br>Human/Material/Fiscal                         | Timeline<br>Start/End    | Formative Assessment        | Summative Assessment                     |
| 4.1 Provide principals and teachers with professional development on Positive Behavior Support.                | Principals  | Region VIII  | August 2009              | Meeting agenda              | Number of Referrals                      |
| 4.1 Implement Positive Behavior Support Program.   | PK-12 Teachers and Principals   | Personnel  | August 2009 to June 2010 | Number of Office Referrals  | RSCCC Discipline Report                  |

| 4.3 Develop Safety Procedures Manual.  | High School Principal  | Personnel                          | December 2009            | Completion of Manual              | Completion of Manual    |
|--|--|------------------------------------|--------------------------|-----------------------------------|-------------------------|
| 4.3 Assign lockers strategically.  | Jr. High & High School Principals  | Personnel                          | August 2009 to June 2010 | Number of Office Referrals        | RSCCC Discipline Report |
| 4.3 Assign parking spaces for high school students.  | High School Principal  | Personnel                          | August 2009 to June 2010 | Number of Office Referrals        | RSCCC Discipline Report |
| <b>District Goal 5:</b>  | <b>The District will recruit and retain highly qualified personnel.</b>                                    |                                    |                          |                                   |                         |
| Performance Objective:   | <b>5.1 Participate in recruitment activities and promote District employment opportunities.</b>            |                                    |                          |                                   |                         |
| Performance Objective:   | <b>5.2 Provide opportunities for personnel to obtain certifications and qualifications for employment.</b> |                                    |                          |                                   |                         |
| Strategy   | Person Responsible   | Resources<br>Human/Material/Fiscal | Timeline<br>Start/End    | Formative Assessment              | Summative Assessment    |
| 5.1 Participate in University Career Fairs.  | Assist. Supt., Principals  | Local Funds                        | January 2009-April 2009  | Registration                      | Interview Logs          |
| 5.1 Utilize SearchSoft Applicant Tracking System for on-line applications and job postings.                                  | Principals   | Local Funds                        | September 2009-June 2010 | Applications and postings         | Tracking logs           |
| 5.2 Provide opportunities for instructional aides to obtain teacher certification.   | Assist. Supt., Principals  | Flexible schedules                 | August 2009 to June 2010 | University enrollment             | Credits earned          |
| 5.2 Provide opportunities for degreed personnel to obtain teaching certification through alternative certification programs. | Superintendent, Principals   | Local Funds, Bilingual/ESL         | August 2009 to June 2010 | Job postings and hiring practices | Personnel hired         |
| 5.2 Implement Professional Learning Communities.   | Principals and Teachers  | Staff development funds            | August 2009-June 2010    | Professional development agendas  | Minutes                 |

|  |  |             |                          |   |                                       |
|--|--|-------------|--------------------------|---|---------------------------------------|
| 5.2 Provide staff with Ruby Payne Poverty Training   | Principals and Teachers                | Region VIII | August 2009              | Sign-in   | Certificates of Completion            |
| 5.2 Provide PK teachers with training to help PK students transition to K.   | Principals and Teachers                | PK Grant    | September 2009-June 2010 | Training attendance. Mentor visits and conferences. | Glow and Grow, Observation of mentors |
| 5.2 Provide professional development in English Language Proficiency Standards to all teachers.                      | Curriculum Director                    | Personnel   | October 2009             | Professional development agendas                    | Minutes                               |
| 1.1 Provide continued opportunity for secondary math and science teachers to participate in Region 8 collaboratives. | Principals, Secondary Science Teachers | Region 8    | August 2009- June 2010   | Registration forms                                  | Certificates of Completion            |



## COMO-PICKTON CISD GRADUATE PROFILE

Graduates of Como-Pickton CISD will, to their individual potential:

Represent effective communicators in English and a second language who:

Read proficiently from a variety of sources for knowledge and enjoyment.

Write and speak correctly, effectively, and fluently adapting to different audiences and purposes.

Use various resources including technology to acquire and communicate relevant information personally and professionally.

Listen attentively and critically.

Represent complex thinkers who:

Have the knowledge in mathematics, science, and social studies necessary for problem solving, decision-making, communicating, and reasoning on a personal, professional, and global level.

Collect, organize, analyze, display, and apply information using a variety of methods to answer questions, make inferences, and predict outcomes.

Utilize technology critically, effectively, and efficiently.

Represent competent learners who:

Successfully manage multiple resources.

Transfer learning behaviors to new situations.

Understand and appreciate history and its impact on social and political institutions.

Represent productive future citizens who:

Understand the role of change in society.

Function effectively as individuals, team, and family members.

Appreciate the value of the fine arts including art, theater, dance, and music.

Value personal health and wellness.

Participate in community, political, and governmental arenas.

Monitor personal growth and impact on society.

Appendix A  
Funds

| STATE COMP                  |              |                     | TITLE I PART D              |              |                     | ARRA IDEA B FORMULA          |              |                      |
|-----------------------------|--------------|---------------------|-----------------------------|--------------|---------------------|------------------------------|--------------|----------------------|
| <i>Personnel</i>            | <i>FTE's</i> | <i>Total Budget</i> | <i>Personnel</i>            | <i>FTE's</i> | <i>Total Budget</i> | <i>Personnel</i>             | <i>FTE's</i> | <i>Total Budget</i>  |
| Teachers                    | 3            |                     | Tutors                      |              | \$15,000.00         | Aide                         | 1            |                      |
| Instr. Aides                | 3            |                     |                             |              |                     | Benefits                     |              |                      |
| Library Aide                | 2.000        |                     | <b>Contr. Services</b>      |              | \$700.00            |                              |              | \$ 20,000.00         |
| Counselor                   | .5           |                     | <b>Supplies</b>             |              | \$16,039.00         | <b>Contr. Services</b>       |              |                      |
| Rdg Coach                   | .56          |                     |                             |              |                     |                              |              | \$ 10,000.00         |
| Tutors                      |              |                     | <b>Total Title I Part D</b> |              | <b>\$31,739.00</b>  | <b>Supplies</b>              |              |                      |
| Benefits                    |              |                     |                             |              |                     |                              |              |                      |
|                             |              | \$ 310,921.00       | <b>SPECIAL EDUCATION</b>    |              |                     |                              |              | \$ 138,512.00        |
|                             |              |                     | <b>Personnel</b>            |              |                     | <b>Total ARRA IDEA</b>       |              | <b>\$ 168,512.00</b> |
| <b>Contracted Services</b>  |              |                     | Teachers                    | 0.81         |                     |                              |              |                      |
| DAEP                        |              | \$ 15,000.00        | Diag/Direct                 | 1.00         |                     | <b>ARRA IDEA B PRESCHOOL</b> |              |                      |
| <b>Supplies</b>             |              |                     | Speech Pa                   | 1.00         |                     |                              |              |                      |
| Instructional Supplies      |              | \$ 59,363.00        |                             |              |                     | <b>Supplies</b>              |              |                      |
|                             |              |                     | Aides                       | 10           |                     |                              |              | \$ 4,355.00          |
|                             |              |                     | Secretary                   | 1.00         |                     | <b>Total ARRA IDEA</b>       |              | <b>\$ 4,355.00</b>   |
| <b>Total State Comp</b>     |              |                     |                             |              |                     |                              |              |                      |
|                             |              |                     | Bus Driver                  | 1.00         |                     | <b>ARRA TITLE I A</b>        |              |                      |
| <b>CTE</b>                  |              |                     | Bus Monito                  | 2.00         |                     |                              |              |                      |
|                             |              |                     | Substitutes                 |              |                     | <b>Contr. Services</b>       |              |                      |
| <b>Personnel</b>            |              |                     | Benefits                    |              |                     |                              |              | \$ 1,662.00          |
| Teachers                    | 4.88         |                     |                             |              | \$413,006.00        | <b>Supplies</b>              |              |                      |
| Substitutes                 |              |                     | <b>Contr. Services</b>      |              |                     |                              |              | \$ 83,431.00         |
| Benefits                    |              |                     |                             |              |                     | <b>Travel</b>                |              |                      |
|                             |              |                     |                             |              | \$30,000.00         |                              |              | \$ 200.00            |
|                             |              | \$233,746.00        | <b>Supplies</b>             |              |                     |                              |              |                      |
| <b>Supplies</b>             |              |                     |                             |              | \$18,566.00         | <b>Total ARRA Title I</b>    |              | <b>\$ 85,293.00</b>  |
|                             |              |                     |                             |              |                     |                              |              |                      |
|                             |              | \$ 50,695.00        | <b>Travel</b>               |              |                     | <b>ARRA TITLE I D</b>        |              |                      |
| <b>Travel</b>               |              |                     |                             |              | \$2,500.00          |                              |              |                      |
|                             |              | \$ 32,495.00        | <b>TOTAL SPED</b>           |              | <b>\$464,072.00</b> | <b>Personnel</b>             |              |                      |
| <b>Total CATE</b>           |              |                     |                             |              |                     | Tutors                       |              | \$ 5,253.00          |
|                             |              |                     | <b>ESL</b>                  |              |                     | <b>Supplies</b>              |              |                      |
| <b>TITLE I PART A</b>       |              |                     |                             |              |                     |                              |              | \$ 18,973.00         |
|                             |              |                     | <b>Personnel</b>            |              |                     | <b>Total ARRA Title I</b>    |              | <b>\$ 24,226.00</b>  |
| <b>Personnel</b>            | <b>FTE's</b> | <b>Total Budget</b> | Teachers                    | .88          |                     |                              |              |                      |
| Teachers                    | 3.09         |                     | Benefits                    |              |                     | <b>GIFTED/TALENTED</b>       |              |                      |
| Benefits                    |              |                     |                             |              | \$ 36,500.00        |                              |              |                      |
|                             |              | \$ 130,634.00       | <b>Contr. Services</b>      |              |                     | <b>Contr. Services</b>       |              | \$2,700.00           |
| <b>Contr. Services</b>      |              |                     |                             |              | \$ 3,500.00         |                              |              |                      |
| Region VIII E S C           |              | \$ 21,062.00        | <b>Supplies</b>             |              |                     | <b>Supplies</b>              |              | \$15,792.00          |
| <b>Supplies</b>             |              |                     |                             |              | \$ 5,450.00         | <b>Total G/T</b>             |              | <b>\$ 18,492.00</b>  |
| Instructional Supplies      |              |                     | <b>Travel</b>               |              | \$ 550.00           |                              |              |                      |
|                             |              | \$ 6,001.00         | <b>Total ESL</b>            |              | <b>\$ 46,000.00</b> | <b>Migrant</b>               |              |                      |
| <b>Total Title I Part A</b> |              |                     |                             |              |                     | <b>Personnel</b>             |              | \$44,707             |
|                             |              |                     |                             |              |                     | Supplies                     |              | \$2,000              |
| <b>TITLE III</b>            |              |                     |                             |              |                     | Travel                       |              | \$970                |
| Contracted Services         |              | \$4,000             |                             |              |                     | <b>Total</b>                 |              | <b>\$47,677</b>      |
| Supplies                    |              | \$9,493             |                             |              |                     |                              |              |                      |
| Total                       |              | <b>\$13,493</b>     |                             |              |                     |                              |              |                      |