

West Orange Cove Independent School District

District Improvement Plan

2016-2017

Accountability Rating: Met Standard



Mission Statement

In partnership with our community, our mission is to transform lives through an exceptional educational experience.

Vision

Empowering Lives through Excellence Every Day!

District Goals

District Goal 1:

Student Goals: West Orange-Cove CISD believes that student success is measured in many ways. Student learning will be measured and reported in a variety of methods, including traditional state required tests and student participation in multiple disciplines, such as A.P. and dual credit courses, fine arts and athletics. Student produced products, including career and tech projects will be encouraged and evaluated. Academic planning will be based on all relevant data, and instruction and course rigor will be adjusted accordingly.

District Goal 2:

WOCCISD will afford every student the opportunity to graduate college and/or career ready, through programs that prepare them for higher education, career/technical school, military service, or direct entry into the workforce upon graduation. We believe that a well-rounded education encourages student attendance, the development of problem solving skills, a positive attitude, self-confidence, adaptability, team building and strong work ethic.

District Goal 3:

Operations Goal – Fiscal Goal: WOCCISD will be good stewards of the taxpayer’s funds. The District will adopt a balanced budget that ensures academic performance, safety and security, and addresses the District’s Strategic Plan, Goals, and Priorities.

District Goal 4:

District facilities will be maintained in a manner that extends the functional life of all buildings and equipment. Maintenance schedules will be developed and followed. Staff will be trained in all areas of care and upkeep. The grounds and buildings will be clean and safe.

District Goal 5:

Board/Staff/Community Relations: WOCCISD believes in positive, accurate, and open communications throughout the district. Communications between the school and community are a priority. Local media, District Websites, parent portal, and other appropriate avenues are utilized. Broader coverage of all aspects of school business is also encouraged. Every effort will be made to ensure that information disseminated by the district will be consistent, accurate, and timely at the campus and the district level.

District Goal 6:

Leadership Goal: WOCCISD believes in improvement that is intentional, systemic, and enduring. Recruitment, retention, and evaluation of a highly qualified, driven staff that puts the needs of students first is our priority. Academic achievement is stressed above all else. Teamwork is encouraged at the district and campus levels. Effective professional development is implemented with teacher input and evaluated for effectiveness by staff, administration, and student success.

Comprehensive Needs Assessment

Needs Assessment Overview

Area 1: Student Achievement

- Close student achievement gaps in all core subjects
- Increase student achievement abilities in literacy to on or above grade level for all students
- Strengthen strategies districtwide for supporting students in achievement and advancement in math
- Meet or exceed state average on STAAR performance in all core subjects
- Increase student success on first-attempt of STAAR assessments
- Increase student Level III Performance on STAAR assessment
- Increase success for students in special education on STAAR assessment
- Increase level of Language Proficiency of English Language Learners (ELL)
- Increase student performance on Texas Success Initiative (TSI), Scholastic Aptitude Test (SAT), & ACT

AREA 2: Staff Quality, Retention, and Recruitment

- Recruit, train, and support staff at all levels
- Offer competitive pay and salary schedule for all staff positions
- Build the capacity of ESL certified teachers to support students in increasing proficiency levels
- Ensure staff is equipped to prepare students for post-secondary readiness
- Continuous quality staff development opportunities
- Increase efficiency in processing and on-boarding of incoming staff

Area 3: Family & Community Involvement

- Create welcoming environments throughout the district and campuses
- Create supportive relationships with family and community as an integral part of the educational process
- Strengthen communication to families in regard to student expectations, student achievements, and our district's educational goals
- Strengthen relationships with businesses to create opportunities for students
- Increase avenues for parent input and feedback
- Strengthen home-school connection to encourage parental involvement

Area 4: Curriculum & Instruction

- Strengthen vertical and horizontal alignment processes within district and campus systems to increase rigor
- Increase data-driven decisions and instruction
- Align assessment to provide teachers a blueprint in backward design of instruction
- Strengthen RtI systems to provide students with intervention and support

Area 5: District Context & Organization

- Strengthen communication at all levels in all departments
- Celebrate success of all
- Strengthen Professional Learning Community Core practices across district and within campuses
- Establish and promote a positive image of our district and campuses

Area 6: Technology

- Strengthen and support a long term plan for updating and maintaining infrastructure; equipment/software on all campuses.
- Incorporate technology in instruction
- Effective staff use of software and technology equipment
- Secure funding to support technology initiatives
- Continue to develop BYOD in the classroom

Area 7: District Culture and Climate

- Increase teacher input to help make decisions made in our schools and school district
- Improved school climate that will lead to increased retention rate
- Develop interventions and strategies to increase appropriate behavior

Area 8: Demographics

- Continue to use interventions and communication to improve attendance rates
- Build on the trends of increased enrollment through communication and through the promotion of a positive district and campus image
- Increase number of students going on to community colleges, universities, and trade schools
- Maximize use of special education staff to meet individualized student needs
- Quickly identify academic level and appropriate interventions and support systems for students new to the district throughout the school year
- Reduce number of at-risk students
- Increase staff capacity for supporting students of poverty

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8

Goals

Goal 1: Strategic Goal 1

WOCCISD will enhance programs to meet individualized student needs.






District Goal Alignment:

District Goal 1 & District Goal 2

Performance Objective 1: Academics: Improve student performance through rigorous instruction and the vertical endorsement program.

Summative Evaluation: Improved student performance in all content areas and sub-groups, specifically increase in STAAR/EOC performance outcomes.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Alignment of Rigorous instruction and assessment.</p> <p>Implementation of TEKS Resource System; Collaborative Lesson Planning; Check Points & Cycle Assessments; Data Conversations & Reflective Practice Model in Professional Learning Communities.</p>	1, 2, 3, 4, 8, 9, 10	Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippet, Dean of Instruction Angela Greer, Dean of Instruction Teachers	Evidence of rigorous student learning demonstrated in student work. Displayed monthly across campus bulletin boards Use of Year at a Glance (YAG) and Instructional Focus Documents (IFDs) Improved student writing - evidence of students continuously experience the full writing process and completing compositions Use of check-point and assessment data for modifying instruction and determining interventions Project-based learning opportunities and student products				
Funding Sources: 211 - ESEA Title I, Part A - \$16120.00, 211 - ESEA Title I, Part A - \$12000.00, 211 - ESEA Title I, Part A - \$16505.00, 410 - Instructional Materials Allotment - \$25000.00							

<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Individualized student goal-setting, progress monitoring, intervention, and enrichment.</p>	<p>1, 2, 9, 10</p> <p>Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippet, Dean of Instruction Angela Greer, Dean of Instruction Teachers</p>	<p>Student ownership and charting his/her own progress.</p> <p>Increased student performance on benchmarks and checkpoints.</p>				
<p>Funding Sources: 211 - ESEA Title I, Part A - \$1035.00, 211 - ESEA Title I, Part A - \$5000.00, 211 - ESEA Title I, Part A - \$16505.00</p>						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>3) WOCCISD will utilize a balanced literacy model to ensure the development of strong readers and writers, PK-12. A three year implementation timeline will be introduced in the 16-17 school year, beginning with the implementation of Readers Workshop in grades 3-8.</p>	<p>1, 2, 3, 4, 8, 9, 10</p> <p>Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippet, Dean of Instruction Angela Greer, Dean of Instruction</p>	<p>BOY, MOY, and EOY Assessment Data - STAR & I-STATION</p> <p>Increased performance on Reading STAAR</p>				
<p>Funding Sources: 211 - ESEA Title I, Part A - \$24000.00, 410 - Instructional Materials Allotment - \$5000.00, 199 - General Fund: SCE - \$70000.00</p>						
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: Strategic Goal 1

WOCCISD will enhance programs to meet individualized student needs.

District Goal Alignment:






District Goal 1 & District Goal 2

Performance Objective 2: Academics: Utilize RtI to meet individual student needs.

Summative Evaluation: Improved student performance in all content areas and sub-groups, specifically increase in STAR/EOC performance outcomes.

Reduction in number of Special Education Referrals

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) Evaluate existing RtI Processes & Systems; Identify needs for resources & training.</p>	1, 2, 8, 9, 10	Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippet, Dean of Instruction Angela Greer, Dean of Instruction Counselors Teachers	Outcomes from support sessions with Region 5 representative Establish district and campus goals for individual RtI programs and overall desired outcomes Identify strategies necessary to meet desired outcomes; monitor and adjust Campus requests, assessments and tools for Universal Screening and identification of students				

<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Update processes and RtI Manuals</p>	<p>1, 2, 8, 9, 10</p>	<p>Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippet, Dean of Instruction Angela Greer, Dean of Instruction Counselors Teachers</p>	<p>Edited and updated RtI Manuals</p> <p>Strengthened core components of the RtI program (data-based decision making, collaboration, and problem-analysis)</p> <p>Specific strategies to address Tier 1, Tier 2, and Tier 3 instruction enhanced</p> <p>Reduction in special education referrals</p> <p>Increased student performance and success</p>				
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) Strengthen intervention, enrichment, and reward systems</p>	<p>1, 2, 8, 9, 10</p>	<p>Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Ashton Knox, Dean of Instruction Jennifer Tippet, Dean of Instruction Angela Greer, Dean of Instruction Counselors Teachers</p>	<p>Improvement in student performance on or above grade level</p> <p>Greater response to student needs; adjustments in intensity and nature of interventions based on student outcomes</p> <p>Adjustments in length of time student receives intervention or enrichment; fluid group sizes and adjustment in levels of instruction</p> <p>Overall, increased student performance and success</p>				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Strategic Goal 1

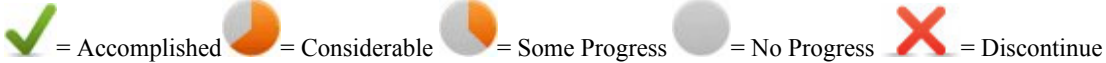
WOCCISD will enhance programs to meet individualized student needs.

District Goal Alignment:

District Goal 1 & District Goal 2

Performance Objective 3: Special Education: Reorganization of department to establish sound practices and compliance protocols.

Summative Evaluation: STAAR testing results, IEP Annual Goals, EOY Passing Rates

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 7 1) All special education students will receive a campus and district level case manager to oversee implementation of IEPs and to ensure FAPE.		Dr. Nina LeBlanc Ms. Heather Knox	All students' special education documents and requirements will be in compliance with State expectations.				
	Funding Sources: 199 - General Fund						
Critical Success Factors CSF 1 CSF 2 2) Create collaborative, data-based IEPs for students.		Student Case Managers Campus Administrators Dr. Nina LeBlanc	Individualized IEPs Collected student data: testing data, work samples, sped evaluations, etc.				
	Funding Sources: 224 - IDEA B, SpEd						
Critical Success Factors CSF 1 CSF 2 CSF 4 3) Create processes to ensure appropriate identification, programming, and services of special education students.		Dr. Nina LeBlanc Ms. Heather Knox Special Education Staff Campus Principals	Students are provided access to and show growth in the grade level general education curriculum. Special education state performance results will improve by 5%.				
	Funding Sources: 224 - IDEA B, SpEd						
							

Goal 1: Strategic Goal 1

WOCCISD will enhance programs to meet individualized student needs.






District Goal Alignment:

District Goal 1 & District Goal 2

Performance Objective 4: Special Programs: 504/Dyslexia

Reorganization of department to establish sound practices and compliance protocols.

Summative Evaluation: STAAR testing results, Student service plans, EOY Passing Rates

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) 504 Campus Coordinators will attend monthly district level meetings for implementation support, professional development, and to review student data.</p>		Ms. Heather Knox	All student 504 plans will be up-to-date with documentation of full implementation of 504 plans.				
<p>Critical Success Factors CSF 7</p> <p>2) 504 Coordinators and dyslexia teachers will attend professional development based on individual needs to stay abreast of requirements and best practices.</p>		Ms. Heather Knox Campus Principals	Professional development certificates 504 and dyslexia requirements will be in 100% compliance when audited by the district				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Strategic Goal 2






WOCCISD will upgrade technology throughout the system.

District Goal Alignment:

District Goal 1 & District Goal 2

Performance Objective 1: Infrastructure

Summative Evaluation: Establishment of current industry/education standards, reduced downtime in systems and labs, increased student time on technology equipment.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 4</p> <p>1) Migrate remaining free standing servers to fail over virtualization using VM Ware. Update data center with latest storage and disaster recovery technology</p>		Elvis Rushing Aaron Spell	All servers are housed on virtualization servers that are cross link to provide minimum down time and provide greater employee and student access. Servers are backed up on and off site for better data safety and integrity.				
Funding Sources: 410 - Instructional Materials Allotment, 199 - General Fund: SCE							
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Provide staff and students with high bandwidth to the internet and internal network</p>		Elvis Rushing Aaron Spell James Wickham Campus Administration and Staff	Network links to all devices are of at least 1 Gigabit. Internet bandwidth use stays below district purchased standards. Wireless access points use current accepted standards				
Funding Sources: 199 - General Fund: SCE, 410 - Instructional Materials Allotment							
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) Provide all staff and students with current technology to increase comprehension, learning and improved data for student learning feedback</p>		Elvis Rushing Aaron Spell James Wickham District and Campus Administration Campus Staff	Staff and students are using technology to increase student engagement through classroom walk through's and increased scores on testing.				
Funding Sources: 199 - General Fund: SCE, 410 - Instructional Materials Allotment							
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Strategic Goal 2






WOCCISD will upgrade technology throughout the system.

District Goal Alignment:

District Goal 1 & District Goal 2

Performance Objective 2: Streamline software/online resources

Summative Evaluation: Decrease in amount of help desk related inquiries due to software issues, increased use of software at campus level, increase use of software shown by reports, decrease amount of spending on software not being utilized

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>1) Work with finance to use specific accounts for software purchases and have those approved through curriculum and technology departments.</p>		<p>Curriculum and Instruction Dr. Silvia Martinez Elvis Rushing Robin Hataway Dr. Wayne Guidry Campus Administration</p>	<p>Yearly purchases are easily identifiable through Skyward account reports.</p>				
Funding Sources: 199 - General Fund: SCE, 410 - Instructional Materials Allotment							
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>2) Develop software learning matrix based on grade, subject and equipment availability. Work with campus instructional staff to identify time constraints and areas that software would be the most beneficial.</p>		<p>District and Campus Curriculum and Instruction Technology Department</p>	<p>Consistent use of software across grade and subject levels. Increase scores on testing.</p>				
Funding Sources: 199 - General Fund: SCE, 410 - Instructional Materials Allotment							
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) Make available to all staff a list of software by grade and subject and availability. List contact information for issues with software</p>		<p>District and Campus Curriculum and Instruction Technology Department</p>	<p>Consistent use of software across grade and subjects.</p>				
Funding Sources: 199 - General Fund: SCE							
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Strategic Goal 2

WOCCISD will upgrade technology throughout the system.






District Goal Alignment:

District Goal 1 & District Goal 2

Performance Objective 3: Training and Support

Summative Evaluation: Decreased amount of help desk related inquiries, increase in subject related area performance on state and local testing, increase of technology use in walk through's and evaluation.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Provide new staff members with learning resources for District critical software systems relating to job roles to on board efficiently and increase staff effectiveness.</p>		District Curriculum and Instruction Technology Department Department and Campus Administration	Staff are able to adapt to their role in the district in a highly efficient manner. Reduced frustration by staff as monitored through climate surveys.				
Funding Sources: 199 - General Fund: SCE, 211 - ESEA Title I, Part A							
<p>Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7</p> <p>2) Make available online training software to all staff roles to increase job effectiveness that is available 24/7/365 regardless of location</p>		District and Campus Curriculum and Instruction Department and Campus Administrators Technology Department	Use reports from software. Increased staff effectiveness.				
Funding Sources: 199 - General Fund: SCE, 211 - ESEA Title I, Part A							

<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>3) Using train the trainer methods, make available to staff, students and community training sessions in the use of technology and software in relation to their role.</p>	<p>District and Campus Curriculum and Instruction Department and Campus Administrators Department and Campus Staff Members Technology Department</p>	<p>Use reports from software. Student, Staff and Family surveys. Training session evaluations.</p>				
<p>Funding Sources: 199 - General Fund: SCE, 211 - ESEA Title I, Part A</p>						
<p align="center">Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>4) Monthly or quarterly meetings of District Technology Committee to provide feedback of campus and family needs in relation to training and support.</p>	<p>District and Campus Curriculum and Instruction Department and Campus Administrators Department and Campus Staff Members Technology Department Technology Committee</p>	<p>Monthly or quarterly updates from committee members regarding effectiveness of training and support.</p>				
<p>Funding Sources: 211 - ESEA Title I, Part A, 199 - General Fund: SCE</p>						
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: Strategic Goal 3
WOCCISD will provide opportunities to increase family involvement.

District Goal Alignment:
District Goal 5

Performance Objective 1: Increase parent participation, commitment and buy in of student academic achievement

Summative Evaluation: Increased parent communication, parent volunteers, and parent satisfaction.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Create a Parent Advisory Committee</p>	1, 2, 6	Rickie Harris, Superintendent Silvia E. Martinez, Assistant Superintendent Beverly Robinson, Principal Glenetta Henley, Principal Anthony Moten, Principal Rod Anderson, Principal Rachel Stephens, PEIMS Coordinator Campus Community Liaisons	<p>Monthly sessions that include representation/participation of parents from each campus.</p> <p>Parent participation on District Education Improvement Committee (DEIC)</p> <p>Interaction with and support to/from district Parent Teacher Association (PTA)</p>				

Goal 3: Strategic Goal 3






WOCCISD will provide opportunities to increase family involvement.

District Goal Alignment:

District Goal 5

Performance Objective 2: Identify parent/community needs in order to increase parent involvement on each campus

Summative Evaluation: Increase school-family partnerships, increased parent-outreach efforts, specific campus goals and strategies for strengthening parent/community relationships.


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Plan workshops and district-wide activities to involve parents.</p>	1, 2, 6	<p>Rickie Harris, Superintendent</p> <p>Silvia E. Martinez, Assistant Superintendent</p> <p>Beverly Robinson, Principal</p> <p>Glenetta Henley, Principal</p> <p>Anthony Moten, Principal</p> <p>Rod Anderson, Principal</p> <p>Rachel Stephens, PEIMS Coordinator</p> <p>Campus Community Liaisons</p>	<p>Men of Excellence</p> <p>Campus Parent Meetings</p> <p>Invite parents to showcases of student performance and achievements</p> <p>Solicit parent input, support, and involvement through surveys, parent conferences, parent focus groups, and parent communications</p> <p>Invite parents to informational meetings and training opportunities</p>				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Strategic Goal 4
WOCCISD will maintain a quality staff.

District Goal Alignment:
District Goal 6

Performance Objective 1: Recruitment

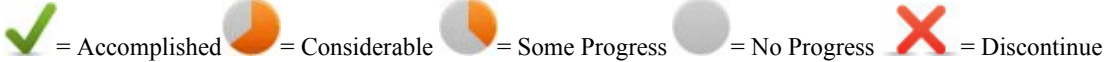
Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 7 1) Review Salary Scale	3, 5	Superintendent Executive Director of Human Resources Executive Director of Operations Director of Finance Operations	Salary Scale is competitive with surrounding districts				
				Funding Sources: 199 - General Fund: SCE			
Critical Success Factors CSF 7 2) Attend local and statewide job fairs	2, 5	Executive Director of Human Resources	Interviewing and hiring of candidates				
				Funding Sources: 199 - General Fund: SCE - \$8000.00			
Critical Success Factors CSF 7 3) Initiate a teacher/administrative referral program	2, 5	Executive Director of Human Resources Executive Director of Operations Director of Finance	Hiring of teachers and administrators based on referrals				
				Funding Sources: 199 - General Fund: SCE - \$8000.00			
Critical Success Factors CSF 7 4) Host District job fair and continue posting job vacancies on District website and other appropriate websites	2, 5	Executive Director of Human Resources	Attendance at the Job Fair				
			Applications received for hiring				
Funding Sources: 199 - General Fund: SCE - \$500.00							

<p align="center">Critical Success Factors CSF 7</p> <p>5) Continue to offer Hard to Staff Stipends in Mathematics, Science, Foreign Language, etc. at the Middle and High School campuses</p>	2, 5	Executive Director of Human Resources Executive Director of Operations Director of Finance	Hard to staff positions are filled				
	Funding Sources: 199 - General Fund: SCE - \$120000.00						
							

Goal 4: Strategic Goal 4
 WOCCISD will maintain a quality staff.

District Goal Alignment:
 District Goal 6


Performance Objective 2: Retention

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Grant Annual Raise		Superintendent Executive Director of Human Resources Executive Director of Operations Director of Finance	Percentage raise is granted to employees Decreased staff turnover				
2) Recognition of teachers of the year, administrator of the year, auxiliary person of the year, and paraprofessional of the year		Superintendent Executive Director of Human Resources Director of Public Information Campus principals	Increased morale Decreased turnover				
3) Continue teacher mentoring program	4	Assistant Superintendent for Curriculum and Instruction Campus principals	Evaluation of mentoring program by new teachers				
							

Goal 4: Strategic Goal 4
 WOCCISD will maintain a quality staff.

District Goal Alignment:
 District Goal 6

Performance Objective 3: Staff Development

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Encourage professional staff to further education by earning master's and doctorate degrees (above minimum requirements)		Assistant Superintendent Executive Directors Directors Campus principals	Increased number of professional employees that earn master's and doctorate degrees				
	Funding Sources: 199 - General Fund: SCE - \$10000.00						
2) District-wide staff development to increase knowledge and understanding of district-wide vision		Superintendent Assistant Superintendent Executive Directors Directors Campus principals	Staff Development Plan Research-based speakers Kymberly McLeod John Gordon Crystal Kuykendall				
	Funding Sources: 255 - ESEA Title II, Part A Teacher & Principal Tr - \$14000.00						
							

Goal 5: Strategic Goal 5
WOCCISD will promote a positive image.

District Goal Alignment:
District Goal 3, District Goal 4, & District Goal 5

Performance Objective 1: Fiscal Responsibility

Summative Evaluation: The district will evaluate fiscal responsibility and educational effectiveness through the annual audit of finances and the state accountability report for academics.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 2 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>1) Allocate adequate local funding resources to support the educational programs throughout the district.</p>	1, 2, 3, 4, 9, 10	Director of Finance, Executive Director of Operations, Superintendent.	Budgetary Process				
Funding Sources: 199 - General Fund: SCE							
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 5 CSF 6</p> <p>2) Develop a financial plan/budget to ensure financial solvency for 2017-2018.</p>	1, 2, 6, 9, 10	Director of Finance, Executive Director of Operations, Superintendent.	Budget developed and approved by the board for July 1 fiscal year.				
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>3) Maintain district fund balance at level recommended by the Texas Education Agency.</p>	1, 2, 6, 10	Director of Finance, Executive Director of Operations, Superintendent	June 30 fund balance is at least 33% of annual operating expenses.				






Goal 5: Strategic Goal 5
 WOCCISD will promote a positive image.

District Goal Alignment:
 District Goal 3, District Goal 4, & District Goal 5

Performance Objective 2: Building upkeep and maintenance

Summative Evaluation: The summative evaluation for facilities will consist of multiple pieces of data. The first piece of evaluation will be a physical walk through of all facilities. The district will monitor work order request and completion ratios. Utility usage will be monitored with previous years usage.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Maintain District facilities in a manner that extends the functional life of all buildings and equipment		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor, Maintenance Department	Work orders will be submitted and completed based on these priorities: 1) Emergency 2) Safety/Health/Security/ADA 3)Preventative Maintenance 4) Unscheduled Repair on items not functioning properly 5) Support Services (assist other departments)				
2) Develop and follow maintenance schedules		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor	Use the District's Maintenance Improvement Action Plan to schedule and prioritize projects throughout the District Update/revise as needed				
3) Keep grounds and buildings clean and safe		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor, Grounds Leaderman, Maintenance Department	Grounds work will be scheduled based on these priorities: 1) Competition fields & campuses hosting school and community events 2) Playgrounds 3) Events at ESC 4) Campuses 5) Vacant facilities Cleaning schedules will address tasks to be performed daily, weekly, monthly, bi-annually, and annually with the goal of providing a safe, clean, comfortable learning environment for staff and students				


4) Reduce utility usage at District facilities		Executive Director of Operations, Director of Maintenance, HVAC Tech(s)	Monitor HVAC schedules daily Schedule air conditioning and heat for after school and community activities based on the times submitted by campuses via the work order system				
5) Complete annual inspections to ensure safety		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor, Maintenance Department, Contractors	Inspect/test fire alarms, fire extinguishers, gas piping, sprinkler systems, elevators, boilers, back flow preventers, and stadiums				
6) Provide training for staff		Executive Director of Operations, Director of Maintenance, Maintenance Supervisor, Vendors	Conduct monthly safety meetings with maintenance staff Conduct an annual asbestos awareness/safety training for entire department Utilize training offered by vendors to train maintenance and custodial staff on use of equipment, tools, products, etc.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 5: Strategic Goal 5
 WOCCISD will promote a positive image.

District Goal Alignment:
 District Goal 3, District Goal 4, & District Goal 5

Performance Objective 3: Communications

Summative Evaluation: The Communications Performance Objective will focus on building support for the District among stakeholders, as well as increasing awareness of district initiatives and successes as we continue to build our brand.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Communicate the District's Brand, Vision, Goals through strategic messaging / marketing		Rickie Harris, Superintendent Lorraine Shannon, Director of Communications	Marketing through Billboard, Radio/Web/Print, Website, Social Media Measures of success will include: Staff / community surveys Website traffic Social media activity Community feedback				
2) Cultivate and Strengthen Relationships within the District and Community		Rickie Harris, Superintendent Lorraine Shannon, Director of Communications Executive Leadership Team & Leadership Team	Promote District and Campus activities via internal resources which include the District Master Calendar, Outreach Programs, Key Communicators, Webmasters, and various other Mass Communications Measures of success will include: Staff / community surveys Website traffic Social media activity Community feedback				
							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Alignment of Rigorous instruction and assessment. Implementation of TEKS Resource System; Collaborative Lesson Planning; Check Points & Cycle Assessments; Data Conversations & Reflective Practice Model in Professional Learning Communities.
1	1	2	Individualized student goal-setting, progress monitoring, intervention, and enrichment.
1	1	3	WOCCISD will utilize a balanced literacy model to ensure the development of strong readers and writers, PK-12. A three year implementation timeline will be introduced in the 16-17 school year, beginning with the implementation of Readers Workshop in grades 3-8.
1	2	1	Evaluate existing RtI Processes & Systems; Identify needs for resources & training.
1	2	2	Update processes and RtI Manuals
1	2	3	Strengthen intervention, enrichment, and reward systems

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Alignment of Rigorous instruction and assessment. Implementation of TEKS Resource System; Collaborative Lesson Planning; Check Points & Cycle Assessments; Data Conversations & Reflective Practice Model in Professional Learning Communities.
1	1	2	Individualized student goal-setting, progress monitoring, intervention, and enrichment.
1	1	3	WOCCISD will utilize a balanced literacy model to ensure the development of strong readers and writers, PK-12. A three year implementation timeline will be introduced in the 16-17 school year, beginning with the implementation of Readers Workshop in grades 3-8.
1	2	1	Evaluate existing RtI Processes & Systems; Identify needs for resources & training.
1	2	2	Update processes and RtI Manuals
1	2	3	Strengthen intervention, enrichment, and reward systems

Title I

Schoolwide Program Plan

The district will improve student performance through rigorous instruction and the vertical endorsement program. Systems utilized throughout this process include TEKS Resource System, collaborative planning, check points and cycle assessments, data conversations and reflective practice model in professional learning communities.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

The district will conduct its annual Comprehensive Needs Assessment. Data that will be analyzed in the assessment: Demographics, accountability data, state assessment data, student round tables, discipline data, staff retention data, survey information, parent and community data.

2: Schoolwide Reform Strategies

WOCCISD will utilize a balanced literacy model to ensure the development of strong readers and writers, PK-12. A three year implementation timeline will be introduced in the 16-17 school year, beginning with the implementation of Readers Workshop in grades 3-8.

3: Instruction by highly qualified professional teachers

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person (s) Responsible	Resources Required

Share, analyze & discuss exit interview data with campus principals	Teacher retention	Mid year assessment of new hires	Decreased number of teacher vacancies	Campus Principals Executive Director of Human Resources	Exit Interview Forms Mid-Year Assessment Forms
Facilitate hiring in critical needs area	Recruitment of mathematics, science, and foreign language teachers	Decreased number of vacancies in critical needs areas.	Campus Principals Executive Director of Human Resources Executive Director of Finance	\$3,000 per teacher	
Expand teacher recruitment efforts	Alternative certification programs and Historically Black Colleges and Universities (HBCU)	Host the WOC Experience and Job Fair Attend university job fairs that produce quality teachers	Increase the number of filled positions during the month of June	Campus Principals Executive Director of Human Resources	Travel Budget

Offer a competitive teacher salary schedule	Teacher Salary Schedule	Higher pay attracts more applicants and helps to retain teachers	New Salary Schedule	Superintendent, Executive Director of Human Resources, Executive Director of Finance	\$300,000
Hire highly qualified core content and fine arts teachers	No Child Left Behind Act	Increased teacher content knowledge	Recommend applicants that hold proper certification	Campus Principal Executive Director of Human Resources	Continued access to the Educator Certificate Online System (ECOS)

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

Objective	Program Components or Systems Targeted	Research Based Strategies, Initiatives, and Redesign	Evidence of Change to Guide Decision Making	Person(s) Responsible	Resources Required

<p>Increase faculty and staff exposure of best practices and integration of instructional strategies</p> <p>Build instructional capacity of staff in use of best practices through staff development</p>	<p>Quality of instruction</p> <p>Level of student engagement</p> <p>Student performance</p> <p>Implement principles and Leveraged Leadership practices</p>	<p>PLCS</p> <p>ELL Learners (SIOP/ELPS)</p> <p>Region 13 Support</p> <p>Fresh Eyes</p> <p>Edivate</p> <p>Visible Learning Team</p> <p>Monthly meetings of instructional leadership team</p> <p>Reflective Practice Model</p>	<p>Increased student performance on STAAR Level II and III</p> <p>Increased student college and career readiness</p>	<p>Asst. Supt.</p> <p>Campus Principals</p> <p>Asst. Principals</p> <p>Deans of Instruction</p> <p>Academic Coaches</p> <p>CILT</p> <p>Teachers</p>	<p>Title III</p> <p>General Operating Funds</p>
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5: Strategies to attract highly qualified teachers

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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Increase teacher retention	Reduce teacher turnover	<p>Mid year assessment of new hires</p> <p>New Teacher Support</p> <p>Staff Development</p> <p>Benefits packages</p> <p>Instructional Support</p>	<p>Decreased number of teacher vacancies</p> <p>Share, analyze & discuss exit interview data with campus principals</p>	<p>Campus Principals</p> <p>Executive Director of Human Resources</p>	<p>Exit Interview Forms</p>
Establish high quality teacher pool	Recruitment of mathematics, science, and foreign language teachers	Facilitate hiring in critical needs area	Decreased number of vacancies in critical needs areas.	<p>Campus Principals</p> <p>Executive Director of Human Resources</p> <p>Executive Director of Finance</p>	<p>\$7000 per teacher (math/foreign language) hired by 7/1/15</p> <p>\$3,000 per teacher hired after 7/1/15</p>

6: Strategies to increase parental 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
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.	Beverly Robinson Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Campus Principals	Title I Budget District Budget

<p>Conduct parent forums to support involvement; focus on critical issues youth face and strategies for addressing these issues</p>	<p>Communication with Parents</p>	<p>Guide campus administration in identifying and utilizing best practices for identifying topics of interest and support to parents and students.</p>	<p>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.</p>	<p>Dr. Silvia E. Martinez, Asst. Supt., C&I Dr. Wayne Guidry, Director of Curriculum Community in Schools staff Campus Principals</p>	<p>Title I Budget District Budget</p>
<p>Parent Advisory Council and Parent Workshops</p>	<p>Parental Involvement & Communication with Parents</p>	<p>Meet with parents to provide a forum for expressing input within the educational process.</p>	<p>Increased collaboration and participation on behalf of the parents and district, campus groups/representatives.</p>	<p>Dr. Wayne Guidry, Director of Curriculum Community in Schools Staff Campus Principal</p>	<p>Title I Budget District Budget</p>

<p>Conduct parent forums to support involvement; focus</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>Dr. Silvia E. Martinez, Asst. Supt., C&I</p> <p>Dr. Wayne Guidry,</p> <p>Elvis Rushing Director of Instructional Technology</p> <p>Lorraine Shannon Director of Public Information</p> <p>Community in Schools staff</p>	<p>Title I Budget District Budget</p>
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Parent Communication	Family Access District & Campus Websites	Maintain up-to-date information on district and campus web-sites. Maintain up-to-date information on Family Access portal Utilize parent compact for increasing information as well as positive relations with parents	Increase of communication to parents. Parents will be informed of student progress as it relates to behavior and academics.	Asst. Supt., C&I Dr. Wayne Guidry, Director of Curriculum Elvis Rushing Director of Instructional Technology Lorraine Shannon Director of Public Information Campus Principals Community in Schools staff	Title I Budget District Budge
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7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

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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<p>Assure that students at North Early Learning Center have mastered Head Start Objectives.</p>	<p>OWL Curriculum Dial 4 mastery</p>		<p>Data driven decision making. Dial 4 Assessments</p>	<p>Head Start Principal</p>	<p>Head Start funds, Title I, Title II, local district funds.</p>
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2016-2017 District Education Improvement Committee

Committee Role	Name	Position
Administrator	Glenetta Henley	Principal
Administrator	Silvia E. Martinez, Ed.D.	Assistant Superintendent of Curriculum & Instruction
Administrator	Nina LeBlanc, Ed.D.	Executive Director of Human Resources
Administrator	Wayne Guidry, Ed.D.	Executive Director of Operations
Administrator	Sherry Hardin	Principal/Director, NELC
Administrator	Rickie Harris	Superintendent
Administrator	Jennifer Tippett	Dean of Instruction
Classroom Teacher	Zane Anderson	Teacher
Classroom Teacher	Veronica Block	Teacher
Classroom Teacher	Amy Crew	Teacher
Classroom Teacher	Nancy Dallas	Teacher
Classroom Teacher	Tina Ledesma	Teacher
Classroom Teacher	Annie Rutledge	Teacher
Classroom Teacher	Steven Singer	Teacher
Classroom Teacher	Melissa Stone	Teacher
Community Representative	Tricia Stroud	Business Owner
Non-classroom Professional	Ola Conner	Dean of Instruction
Non-classroom Professional	Angela Greer	Dean of Instruction
Paraprofessional	Claire Cooper	Teacher Aide
Parent	Codie Guillory	Parent

District Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1			\$0.00
5	3	1		199-E-41-6399-MK-970-099-775	\$40,000.00
5	3	2		199-E-41-6499-PR-970-099-775	\$3,000.00
Sub-Total					\$43,000.00
199 - General Fund: SCE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Literacy Libraries		\$70,000.00
2	1	1	Local Fund		\$0.00
2	1	2			\$0.00
2	1	3			\$0.00
2	2	1			\$0.00
2	2	2			\$0.00
2	2	3			\$0.00
2	3	1			\$0.00
2	3	2			\$0.00
2	3	3			\$0.00
2	3	4			\$0.00
4	1	1	Salary Schedules of surrounding districts and		\$0.00
4	1	2	Travel budget		\$8,000.00
4	1	3	Incentive budget		\$8,000.00
4	1	4	Human Resources Budget		\$500.00
4	1	5	General Fund Budget		\$120,000.00
4	2	1	General Fund Budget		\$380,000.00
4	2	2	General Fund Budget (Food, Awards, Programs)		\$1,500.00

4	3	1	General Fund-stipends		\$10,000.00
5	1	1			\$0.00
5	2	1			\$0.00
Sub-Total					\$598,000.00
211 - ESEA Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	TEKS Resource System		\$16,120.00
1	1	1	WRM Development		\$12,000.00
1	1	1	Tango Software - Custom Assessments		\$16,505.00
1	1	2	Eduphoria		\$1,035.00
1	1	2	EmpowerED Solutions		\$5,000.00
1	1	2	Tango Trends Suite & Professional Development Services		\$16,505.00
1	1	3	WRM Development		\$24,000.00
2	3	1			\$0.00
2	3	2			\$0.00
2	3	3			\$0.00
2	3	4			\$0.00
4	2	3	Mentoring budget		\$10,000.00
Sub-Total					\$101,165.00
205 - Headstart					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	1			\$0.00
Sub-Total					\$0.00
224 - IDEA B, SpEd					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2	Student IEPs, work samples, evaluation data, state and campus testing data		\$0.00
1	3	3			\$0.00

					Sub-Total	\$0.00
255 - ESEA Title II, Part A Teacher & Principal Tr						
Goal	Objective	Strategy	Resources Needed		Account Code	Amount
4	3	2	Principal & Teacher Training			\$14,000.00
					Sub-Total	\$14,000.00
410 - Instructional Materials Allotment						
Goal	Objective	Strategy	Resources Needed		Account Code	Amount
1	1	1	ROBOTS4STEM			\$25,000.00
1	1	3	Resources & Materials for Teachers			\$5,000.00
2	1	1	State Funding			\$0.00
2	1	2				\$0.00
2	1	3				\$0.00
2	2	1				\$0.00
2	2	2				\$0.00
					Sub-Total	\$30,000.00
					Grand Total	\$786,165.00

West Orange Cove Independent School District
North Early Learning Center
2016-2017 Campus Improvement Plan

Accountability Rating: Met Standard



Mission Statement

The mission of North Early Learning Center is to empower all families in school readiness, focusing on the areas of socialization, health, and academics. With mutual respect and a collaborative effort, children and families become self-reliant, productive members of our community.

Vision

North Early Learning Center believes in providing rigorous yet developmentally appropriate instruction in a positive collaborative environment.

School Motto

Learning as we grow, growing as we learn.

Comprehensive Needs Assessment

Demographics

Demographics Summary

Ethnicity	Student	Percentage
African American	166	60%
White	59	21%
Hispanic	33	12%
Two or More Races	16	6%
Asian	2	1%

Student Sub Populations	Total	Percentage
Male	139	51.5%
Female	135	48.4%
Economically Disadvantaged	274	100%
LEP	24	9%
Homeless	6	2%
Foster Care	2	1%
Campus Mobility Rate	0	0%

Demographics Strengths

Maintaining Head Start funded enrollment of 239 and Pre K enrollment of 25.

All slots are filled within a few days of a student withdrawing.

Demographics Needs

Information based on Comprehensive Needs Assessment dated 2-14-2014:

1. Improve processes to ensure 10% disabilities requirement is met by the midpoint and a waiting list is maintained.
 - Evaluate the timelines and how to monitor
 - Enroll as many PPCD students in Head Start as possible
2. Address the need out of district transportation
 - The number of out of district students has increased
 - Transportation negatively impacts attendance
 - Have had students withdraw because of transportation limitations
3. Improve the balance of 3 and 4 year old enrolment in Head Start and Pre-K
 - Students enrolling throughout the year are typically 3
 - In classrooms with mixed 3's and 4's - sometimes difficult to balance instruction

Student Achievement

Student Achievement Needs

1. Find a more thorough assessment tool.
 - Currently use DIAL IV which only assesses a few skills
 - Need an assessment that addresses a wider developmental range.
2. Improve ESL program
 - Improve alignment to the curriculum
 - Improve communication with district ESL staff
 - Disperse ELS students among more classes
3. Provide enrichment opportunities
 - Have opportunities and resources available for enrichment
 - Investigate the opportunities for a pull out program

School Culture and Climate

School Culture and Climate Needs

School Culture and Climate

1. Safety
2. Working restrooms
3. More communication.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Needs

Staff Quality, Recruitment, and Retention

1. Professional development geared to early childhood
2. Mentoring for new assistants
3. Shadow training for new assistants

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Needs

1. OWL needs additional materials
2. No developmental services for 3's
3. Not sure what ESL does...

Family and Community Involvement

Family and Community Involvement Needs

1. Better communication.
2. Increase parent participation in the classroom.
3. Allow more flexible meetings to meet parents needs.

School Context and Organization

School Context and Organization Needs

1. More time (or different time) for home visits.
2. Better communication between departments and teachers.

Updated facilities/restrooms repaired.

Technology

Technology Needs

1. Training.
2. List of references to support curriculum with technology.
3. Updated equipment.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Critical Success Factor(s) data
- PBMAS data
- Community and student engagement rating data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Goals

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 1: Academics-Improve student performance in literacy.


Summative Evaluation: Improved student performance in literacy through handwriting, blending sounds and interactive writing.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <ol style="list-style-type: none"> 1) Analyze data 2. Use Preschool Early Language & Literacy Including Mathematics (CIRCLE) Best Practices 3. Implement and monitor the Texas Opening the World of Learning (OWL) Curriculum 4. Use manipulatives for hands-on learning 5. Use phonemic awareness modeling strategies 6. Curriculum planning 7. SMART Board activities. 8. Ask "wh" questions 9. Increased wait time for responses 10. Think, pair, share 11. Rhyming 12. Action words 13. Handwriting without Tears 14. Zoophonics 15. Daily journaling 	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Hardin; Conner; Teaching Staff; Teaching Assistants	Anecdotal Records; Lesson Plans; Teaching Strategies Gold Progress Reports Portfolios Walkthroughs Texas Teacher Evaluation and Support System (T-TESS) Fresh Eye Walks Learning Walks RPM				
Funding Sources: 205 - Headstart - \$900.00, 205 - Headstart - \$12803.00, 205 - Headstart - \$12000.00, 205 - Headstart - \$4000.00, 205 - Headstart - \$3500.00							

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 2: Academics-Improve student performance in mathematics.


Summative Evaluation: Improved student performance in mathematics through problem solving.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Analyze data 2. Use Preschool Early Language & Literacy Including Mathematics (CIRCLE) Best Practices 3. Implement and monitor the Texas Opening the World of Learning (OWL) Curriculum 4. Use math manipulatives for hands on learning 5. Increase exposure 6. Increase repetition 7. Accessible number line 8. Technology 9. Use cross curricular 10. Encourage children to use mathematical language 11. Incorporate graphs daily 12. Increase wait time 13. Think, pair, share, 14. Daily journaling</p>	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Hardin; Conner; Teaching Staff; Teaching Assistants	Anecdotal Records; Lesson Plans; Teaching Strategies Gold Progress Reports Portfolios Walkthroughs Texas Teacher Evaluation and Support System (T-TESS) Fresh Eye Walks Learning Walks RPM				
Funding Sources: 205 - Headstart - \$900.00, 199 - General Fund - \$1515.50, 199 - General Fund - \$3400.00							
							

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 3: RtI-Utilize RtI to meet individualized student needs.

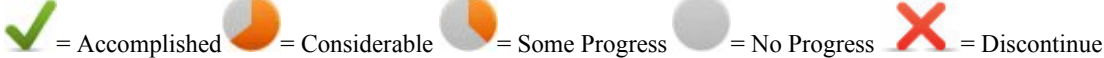
Summative Evaluation: Utilize intervention programs to meet students' individual educational needs such as: Academic Support- Response to Intervention (RtI), Behavioral Support, English as a Second Language (ESL), Speech, Special Education.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Analyze data 2. Evaluate existing RtI Processes & Systems 3. Update RtI Processes and RtI manuals as needed. 4. Early identification 5. Individual Student Action Plans (ISAP) will be developed for all Tier 3 students after fall screening 6. Use of Academic Support-Response to Intervention (RtI); 7. Case management data documentation and review every nine weeks 8. Admission, Review, and Dismissal (ARD) Meetings (if needed) 8. Increased individualization in classrooms 9. Continuous monitoring and adjusting for student success 10. Implement strategies, then evaluate and reflect</p>	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Hardin; Conner; Teachers, paraprofessionals; Health and Disabilities Coordinator; Speech Language Pathologist (SLP); Diagnostician; Occupational/Physical Therapist (OT/PT);	Attendance rate and Teaching Strategies Gold skills will increase Anecdotal Records; Lesson Plans; Teaching Strategies Gold Progress Reports Portfolios Walkthroughs Texas Teacher Evaluation and Support System (T-TESS) Fresh Eye Walks Learning Walks Case management logs RPM				
Funding Sources: 205 - Headstart - \$900.00							
							

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 4: Special Education-Establish sound practices and compliance protocols.


Summative Evaluation: Established sound practices and compliance protocols so that 100% of IEP Annual Goals are met.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Special Education students have full access to Academic Support-Response to Intervention (RtI) 2. Case management 3. Admission, Review, and Dismissal (ARD) meetings 4. Individual Student Action Plan (ISAP)</p>	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	Hardin; Conner; Teachers; paraprofessionals; Health and Disabilities Coordinator; Speech Language Pathologist (SLP); Diagnostician; Occupational/Physical Therapist (OT/PT);					
Funding Sources: 199 - General Fund - \$500.00							
							

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 1: Technology will be used in every classroom






Summative Evaluation: Appropriate technology opportunities provided to students through the usage of Waterford, Zoophonics and various Smartboard games to develop students' technology skills.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Integrate technology into the Head Start/Pre-Kindergarten/ Preschool Programs for Children with Disabilities curriculum for all regular and special programs.</p> <p>2. Provide technical assistance, maintenance and repair.</p> <p>3. Provide professional development in the areas of computer literacy for staff.</p> <p>4. Provide SMART board training and implement strategies for effective use of SMART boards in the classroom</p>	1, 2, 3, 4, 5, 7, 8, 9, 10	Hardin; Conner; Teaching Staff; Teaching Assistants; District Technology Staff	Observation of technology in classroom; Sign-in Sheets; P Drive Technology Files; Complete work orders				
				Funding Sources: 205 - Headstart - \$12803.00			
							

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 1: Increase the number of parent and community participants






Summative Evaluation: Parent and community participant levels will increase through Parental Engagement meetings, special programs throughout the year and various parent meetings

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 5</p> <p>1) Provide campus orientation that includes: campus goals and procedures, the importance of parental participation and involvement 2. Provide volunteer training that includes: volunteer information, responsibilities, and opportunities, and review of volunteer handbook. 3. Provide volunteer recognition program 4. Maintain a Head Start Policy Council that will serve to provide parent decision-making opportunities and provide program advocacy information and opportunities. 5. Encourage parents to participate in staff-parent conferences and home visits to discuss their child's development and school readiness</p>	1, 4, 6	Hardin; Mitchell; Conner; Family Services Staff; Teaching Staff; Teaching Assistants; District Partners in Education (PIE) Coordinator	Sign-in Sheets and Agendas; Home Visit and Conference Schedules				
Funding Sources: 205 - Headstart - \$250.00, 205 - Headstart - \$3832.00, 205 - Headstart - \$500.00, 205 - Headstart - \$4483.00, 205 - Headstart - \$3844.00, 205 - Headstart - \$3844.00							
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 2: Increase levels of parent education and employment.






Summative Evaluation: Parent education and employment levels will increase through Parental Engagement meetings, various parent meetings and parent/community resources.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p align="center">Critical Success Factors CSF 1 CSF 5</p> <p>1) Make parents aware of available community resources workshops and training. 2. Establish and provide parents with opportunities to engage in agency, parent, and program partnerships. 3. Provide educational and employment participation and enrollment information. 4. Provide crisis intervention and prevention information. 5. Encourage participation in parent engagement activities. 6. Provide parent education and training. 7. Provide continued training for parents about school readiness and Head Start school readiness goals. 8. Empower parents in meeting desired family goals. 9. Provide parent/teacher campus meetings.</p>	1, 4, 6	Hardin; Mitchell; Family Services Staff; Teaching Staff; Teaching Assistants; District Partners In Education (PIE) Coordinator; County Extension Agency; Greater Orange Area Literacy (GOALS)	Sign-in sheets and agendas, complete parent activities				
Funding Sources: 205 - Headstart - \$250.00, 205 - Headstart - \$3832.00, 205 - Headstart - \$500.00, 205 - Headstart - \$4483.00, 205 - Headstart - \$3844.00, 205 - Headstart - \$3844.00							
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 1: Activity 4.1


100% of the teaching staff will be highly qualified.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>1) Interview committees 2. Check for certifications 3. Job Fairs 4. Participate in district recruitment events and utilize recruitment tools.</p>	1, 3, 4, 5, 7, 8, 9	Hardin, Conner	Appropriate certifications				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 2: Maintain current CDA credentials for teacher assistants


Summative Evaluation: Teacher assistants will be monitored and receive ongoing support to maintain their current CDA credentials.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7 1) Head Start funds initial and renewal of Child Development Associate (CDA) credentials for Teacher Assistants	1, 3, 4, 5, 7, 8, 9	Hardin, Conner	Recruit qualified energetic staff, provide ongoing support and training				
Funding Sources: 199 - General Fund - \$400.00, 205 - Headstart - \$300.00							
							

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 3: Provide support and development to new teachers and staff


Summative Evaluation: New teachers and staff will be provided with support and development.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Provide mentors for teachers and assistants. 2. Provide buddies for teachers.</p>	1, 3, 4, 5, 7, 8, 9	Hardin, Conner, Mentor teachers	Staff retention, trained teachers, trained staff, mentor meetings, training agendas and sign in sheets.				
Funding Sources: 199 - General Fund - \$450.00, 205 - Headstart - \$5000.00							
							

Goal 5: WOCCISD will promote a positive image.

Performance Objective 1: Staff will maintain a positive image within the community.

Summative Evaluation: Staff will maintain a positive image within the community through maintaining confidentiality and promoting positivity.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>1) Staff will follow Family Educational Rights and Privacy Act (FERPA). 2. Share the great things happening in our district. 3. Squash negativity.</p>	1, 5, 6	Hardin, Conner, all staff	School and district recognition, positive feedback in community.				
Funding Sources: 205 - Headstart - \$250.00							
							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Analyze data 2. Use Preschool Early Language & Literacy Including Mathematics (CIRCLE) Best Practices 3. Implement and monitor the Texas Opening the World of Learning (OWL) Curriculum 4. Use manipulatives for hands-on learning 5. Use phonemic awareness modeling strategies 6. Curriculum planning 7. SMART Board activities. 8. Ask "wh" questions 9. Increased wait time for responses 10. Think, pair, share 11. Rhyming 12. Action words 13. Handwriting without Tears 14. Zoophonics 15. Daily journaling
1	2	1	Analyze data 2. Use Preschool Early Language & Literacy Including Mathematics (CIRCLE) Best Practices 3. Implement and monitor the Texas Opening the World of Learning (OWL) Curriculum 4. Use math manipulatives for hands on learning 5. Increase exposure 6. Increase repetition 7. Accessible number line 8. Technology 9. Use cross curricular 10. Encourage children to use mathematical language 11. Incorporate graphs daily 12. Increase wait time 13. Think, pair, share, 14. Daily journaling
1	3	1	Analyze data 2. Evaluate existing RtI Processes & Systems 3. Update RtI Processes and RtI manuals as needed. 4. Early identification 5. Individual Student Action Plans (ISAP) will be developed for all Tier 3 students after fall screening 6. Use of Academic Support-Response to Intervention (RtI); 7. Case management data documentation and review every nine weeks 8. Admission, Review, and Dismissal (ARD) Meetings (if needed) 8. Increased individualization in classrooms 9. Continuous monitoring and adjusting for student success 10. Implement strategies, then evaluate and reflect

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Analyze data 2. Use Preschool Early Language & Literacy Including Mathematics (CIRCLE) Best Practices 3. Implement and monitor the Texas Opening the World of Learning (OWL) Curriculum 4. Use manipulatives for hands-on learning 5. Use phonemic awareness modeling strategies 6. Curriculum planning 7. SMART Board activities. 8. Ask "wh" questions 9. Increased wait time for responses 10. Think, pair, share 11. Rhyming 12. Action words 13. Handwriting without Tears 14. Zoophonics 15. Daily journaling
1	2	1	Analyze data 2. Use Preschool Early Language & Literacy Including Mathematics (CIRCLE) Best Practices 3. Implement and monitor the Texas Opening the World of Learning (OWL) Curriculum 4. Use math manipulatives for hands on learning 5. Increase exposure 6. Increase repetition 7. Accessible number line 8. Technology 9. Use cross curricular 10. Encourage children to use mathematical language 11. Incorporate graphs daily 12. Increase wait time 13. Think, pair, share, 14. Daily journaling
1	3	1	Analyze data 2. Evaluate existing RtI Processes & Systems 3. Update RtI Processes and RtI manuals as needed. 4. Early identification 5. Individual Student Action Plans (ISAP) will be developed for all Tier 3 students after fall screening 6. Use of Academic Support-Response to Intervention (RtI); 7. Case management data documentation and review every nine weeks 8. Admission, Review, and Dismissal (ARD) Meetings (if needed) 8. Increased individualization in classrooms 9. Continuous monitoring and adjusting for student success 10. Implement strategies, then evaluate and reflect

2016-2017 Campus Instructional Leadership Team

Committee Role	Name	Position
Administrator	Sherry Hardin	Principal
Classroom Teacher	Joy Courtier	CILT/Professional Teaching Staff
Classroom Teacher	Nancy Dallas	CILT/Professional Teaching Staff
Classroom Teacher	Kathryn Knobloch	CILT/Professional Teaching Staff
Classroom Teacher	Bridget Linscomb	CILT/Professional Teaching Staff
Classroom Teacher	Angela Taggart	CILT/Professional Teaching Staff
Classroom Teacher	Janis Woodard	CILT/Professional Teaching Staff/
Non-classroom Professional	Ola Conner	Dean of Instruction
Parent	Fred Flore	Policy Council Member
Parent	Christie Gaskill	Policy Council Member
Parent	Codie Guillory	Policy Council Member
Parent	Ridasha Hafford	Policy Council Member
Parent	Kenya Jones	Policy Council Member
Parent	Jasmar King	Policy Council Member
Parent	Anitrea McDonald	Policy Council Member
Parent	Veronica Ponder	Policy Council Member
Parent	Erica Sibley	Policy Council Member

Campus Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	TSG		\$1,515.50
1	2	1	Teacher Instructional Classroom Supplies		\$3,400.00
1	4	1	Classroom Supplies		\$500.00
4	2	1	CDA Certification		\$400.00
4	3	1	Region 5 Training		\$450.00
Sub-Total					\$6,265.50
205 - Headstart					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Assessment		\$900.00
1	1	1	TSG, Child Plus, Waterford		\$12,803.00
1	1	1	Teacher Instructional Classroom Supplies		\$12,000.00
1	1	1	Field Trip and Student Enrichment		\$4,000.00
1	1	1	Reading Program and Library Supplies		\$3,500.00
1	2	1	Assessment		\$900.00
1	3	1	Assessment		\$900.00
2	1	1	TSG, Waterford and ChildPlus		\$12,803.00
3	1	1	Policy Council/Board Training		\$250.00
3	1	1	Family Service Supplies		\$3,832.00
3	1	1	Transition Supplies		\$500.00
3	1	1	Parent Travel/Training		\$4,483.00
3	1	1	Meals for Parent Engagement Meetings		\$3,844.00
3	1	1	Governance Parent Training Materials		\$3,844.00
3	2	1	Policy Council/Board Training		\$250.00
3	2	1	Family Services Supplies		\$3,832.00

3	2	1	Transition Supplies		\$500.00
3	2	1	Parent Travel/Training		\$4,483.00
3	2	1	Meals for Parent Engagement Meetings		\$3,844.00
3	2	1	Governance Parent Training Materials		\$3,844.00
4	2	1	CDA Training		\$300.00
4	3	1	Region 5 Training		\$5,000.00
5	1	1	Advertising		\$250.00
Sub-Total					\$86,862.00
Grand Total					\$93,127.50

West Orange Cove Independent School District

West Orange Stark Elementary

2016-2017 Campus Improvement Plan

Accountability Rating: Met Standard



Mission Statement

The mission of West Orange-Stark Elementary is to provide all students an equal and safe opportunity to learn, grow and succeed, as well as encourage them to work together and empower each other, to be productive members of a culturally diverse society.

Vision

West Orange-Stark Elementary is committed to meeting the diverse needs of each child by engaging all students in rigorous academic activities, which promote higher level thinking, and to encourage and grow each student in their continued academic achievements.

School Motto

Building a Strong Foundation

Comprehensive Needs Assessment

Demographics

Demographics Summary

The following areas are specified as areas of need with WOSE school demographics:

Special Education Student-Special Education Teacher Ratio

Lack of resources for GT identification

Reduce the number of at-risk students

Increase the number of male staff members

1/4 of our student population is mobile

PD focused on teaching students of poverty

Student Achievement

Student Achievement Summary

The following areas were determined as areas of need within WOSE student achievement:

Vocabulary development is an area of focus

Literacy improvement in all content areas

Effective intervention design

Tutorial program

Competition (girls vs boys)

Incentive programs

School Culture and Climate

School Culture and Climate Summary

The following areas were identified as areas of need within WOSE school culture and climate:

Increase the active participation of parents by making them feel appreciated and welcomed within the building

Increase school pride and respect among staff, students, and parents

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The following areas were identified as areas of need within WOSE staff quality, recruitment, and retention:

Reduce the class size to meet individual needs of students

Increase staff appreciation

All teachers will be certified in the area they are teaching

Increase number of ESL certified teachers

Increase the number of teachers from diverse backgrounds

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The following areas were identified as areas of need within WOSE curriculum, instruction, and assessment:

Unify the writing curriculum K-5

Writing Intervention- Istation

Continue to raise rigor

Update materials

Increased planning time for all content areas

Expose more strategies for RtI implementation with fidelity

Increase the relevance of lessons

Family and Community Involvement

Family and Community Involvement Summary

The following areas were identified as areas of need within WOSE family and community involvement:

Increase family and community involvement in all activities

Increase the family and community membership in school decisions

Increase contact with families

Community reach-out opportunities

Technology

Technology Summary

The following areas were identified as areas of need within WOSE technology systems:

Distribute more working computers for student and teacher use

Update software

Increase knowledge of integrating technology

Increase the number of interactive whiteboards

Increase the number of data projectors and replace broken projectors

Increase the number of document cameras

Use qualified staff to teach technology applications and support teachers with ideas and lessons

Make sure all ports in classrooms are accessible and working

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Professional Learning Communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate

- Community surveys and/or other feedback

Support Systems and Other Data


- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results
- Other additional data

Goals

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 1: WOSE will strive to improve literacy skills K-5 to ensure 80% of students at each grade level are reading proficiently (1 year gain) to be successful across content areas.

Summative Evaluation: Improve literacy levels in all elementary students. Improve ability to read cross-curricular text.






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 1) Implementation of Balanced Literacy	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox CILT representative: A. Domas	Improvement in individual student reading levels, measured by Istation, running records, Accelerated Reader, and evidence shown through balanced literacy approaches within the classroom.				
				Funding Sources: 410 - Instructional Materials Allotment - \$15000.00			
State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 2) Use of individualized programs geared toward increasing student literacy levels	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox CILT representative: A. Domas	Reports from Istation and Accelerated Reader				
				Funding Sources: 410 - Instructional Materials Allotment - \$8000.00			
State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 3) Small group tiering of students during Intervention	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox CILT Reading Rep: A. Domas CILT SIT Rep: L. Gautier	progress monitoring, evidence of student growth				
				Funding Sources: 410 - Instructional Materials Allotment - \$8000.00			
							

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 2: WOSE will continually increase STAAR assessment scores until we match the state average and close the performance gap in all populations including, ESL, GT, and Special Education students

Summative Evaluation: Improved performance on STAAR assessments


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) Improve student academic vocabulary within all content areas</p>	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox Literacy Coach: C. Anderson Numeracy Coach: A. Frazier Assistant Principals	Student journals Cycle assessments Checkpoints				
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>2) Analyze Cycle Assessment Data</p>	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox Literacy Coach: C. Anderson Numeracy Coach: A. Frazier Assistant Principals	Identify common areas of concern to be discussed at PLCs. Establish strategies within lesson planning to better assist student mastery of lowest performing TEKS. Improve student performance in lowest TEKS on the following reading assessment.				
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6</p> <p>3) Project-based Learning Student-led activities Technology integration</p>	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox Literacy Coach: C. Anderson Numeracy Coach: A. Frazier Assistant Principals	Progress in achievement and overall content knowledge through use of project-based learning. Evidence of student projects				

<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>4) Vertically Aligned Comprehensive Curriculum</p>	<p>1, 2, 3, 4, 8, 9, 10</p>	<p>Principal: G. Henley Dean of Instruction: A. Knox Literacy Coach: C. Anderson Numeracy Coach: A. Frazier</p>	<p>Teacher and student use of vertically aligned curriculum</p>				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 3: WOSE will integrate TEKS Resource System with our current curriculum model to ensure 100% alignment to grade level/content area TEKS, to better ensure student mastery of appropriate knowledge.


Summative Evaluation: Quality curriculum from K-5 for all subject areas

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) Train teachers and administrators to utilize TEKS Resource System</p>	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox CILT Members Numeracy Coach: A. Frazier Literacy Coach: C. Anderson Assistant Principals District-Level Personnel	Teachers utilizing TEKS Resource System within curriculum planning and development				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Summer Curriculum Planning</p>	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox CILT Members Numeracy Coach: A. Frazier Literacy Coach: C. Anderson Assistant Principals	Curriculum activities for each subject- area and grade level YAGs				
							

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 4: WOSE will maximize student use of individualized programs such as: Istation, Think Through Math, Accelerated Reader, and Accelerated Math with 100% fidelity, to improve student success and develop students' current academic working level.






Summative Evaluation: Utilize individualized programs to increase student academic growth.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) Adjusting master schedule to better utilize intervention time and increase individualized instruction.</p>	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox Counselors Numeracy Coach: A. Frazier Literacy Coach: C. Anderson Assistant Principals	Istation Data, Think Through Math Data, Accelerated Reading & Accelerated Math Data.				
							

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 5: WOSE will decrease the number of students performing at Tier 3, by 20% in reading and math across each grade level K-5.






Summative Evaluation: Academic growth in reading and math

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) Restructuring Intervention time</p>	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox Counselors Numeracy Coach: A. Frazier Literacy Coach: C. Anderson Assistant Principals	Master Schedule				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Grouping students by tier during intervention time</p>	1, 2, 3, 4, 8, 9, 10	Principal: G. Henley Dean of Instruction: A. Knox Counselors Numeracy Coach: A. Frazier Literacy Coach: C. Anderson Assistant Principal Grade level teachers	Small group work within tier				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 1: WOSE will provide 75% of our classrooms with updated computers, data projectors, and interactive whiteboards.


Summative Evaluation: Updated technology

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6</p> <p>1) Utilize Technology Roll Out Plan to purchase needed technology</p>	1, 2, 10	Principal: G. Henley Dean of Instruction: A. Knox District Personnel	Updated Technology for teacher and student use				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: WOCCISD will upgrade technology throughout the system.






Performance Objective 2: Use technology for at least 30% of instruction

Summative Evaluation: technology enhanced lessons

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6</p> <p>1) Incorporate technology (laptop, computer, whiteboard, projector, ipad, etc into at least 30% of classroom instructional time</p>	1, 2, 10	Principal: G. Henley Dean of Instruction: A. Knox Assistant Principal Literacy Coach: C. Anderson Numeracy Coach: A. Frazier	technology based lessons				
							

Goal 3: WOCCISD will provide opportunities to increase family involvement.


Performance Objective 1: Increase school and community involvement

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Provide more awareness for parents of upcoming events</p>	1, 2, 6	Principal: G. Henley Dean of Instruction: A. Knox Counselors Assistant Principals	Sign in sheets, parent logs, informational call-outs				
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>2) Increase PTA involvement</p>	1, 2, 6	Principal: G. Henley Dean of Instruction: A. Knox Counselors Assistant Principals	PTA membership				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 1: 100% of teaching staff will be highly qualified.






Summative Evaluation: Certification Checks

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Interview committees will assist in selecting new hires.</p>	3, 5	Principal: G. Henley All CILT Members	Hiring of quality, certified staff members				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>2) All teaching staff will be trained in best practices for teaching special populations, such as: ESL, GT, Economically Disadvantaged.</p>	3, 5	Principal: G. Henley Dean of Instruction: A. Knox	Teacher awareness of special populations, mastery of training requirements				
Funding Sources: 255 - ESEA Title II, Part A Teacher & Principal Tr - \$8000.00							
							

Goal 5: WOCCISD will promote a positive image.

Performance Objective 1: WOSE will provide communication through district approved sources to increase awareness and promote positivity.

Summative Evaluation: WOSE will communicate and provide a positive image through multiple sources.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>1) WOSE will maintain an up to date website describing upcoming events and important dates.</p>	1, 6, 10	Principal- G. Henley	Photos, calendar, and announcements will reflect current activities.				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>2) WOSE will utilize campus call-out system to communicate and update the community of campus activities.</p>	1, 2	Principal- G. Henley Assistant Principals	Call-out system log				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Implementation of Balanced Literacy
1	1	2	Use of individualized programs geared toward increasing student literacy levels
1	1	3	Small group tiering of students during Intervention
1	2	1	Improve student academic vocabulary within all content areas
1	2	2	Analyze Cycle Assessment Data
1	2	3	Project-based Learning Student-led activities Technology integration

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Implementation of Balanced Literacy
1	1	2	Use of individualized programs geared toward increasing student literacy levels
1	1	3	Small group tiering of students during Intervention
1	2	1	Improve student academic vocabulary within all content areas
1	2	2	Analyze Cycle Assessment Data
1	2	3	Project-based Learning Student-led activities Technology integration

2016-2017 Campus Instructional Leadership Team

Committee Role	Name	Position
Administrator	Glenetta Henley	Principal
Administrator	Ashton Knox	Dean of Instruction
Administrator	Christina Anderson	Literacy Coach
Administrator	Adena Frazier	Numeracy Coach
Administrator	Dr. Larry Haynes	Assistant Principal
Administrator	Vickie Price	Assistant Principal
Administrator	Karl Whitley	Assistant Principal
Classroom Teacher	Lisa Gautier	Dyslexia Interventionist
Classroom Teacher	Kristi Abshire	ESL Coordinator
Classroom Teacher	LouAnn Benson	Grade K Teacher
Classroom Teacher	Annely Domas	Grade 5 Teacher
Classroom Teacher	Stacie Dryden	Grade 1 Teacher
Classroom Teacher	Donna Johnson	Grade 2 Teacher
Classroom Teacher	Sandi Meche	Grade 3 Teacher
Classroom Teacher	Stephen Michutka	Special Education
Classroom Teacher	Cynthia Weeks	Grade 4 Teacher

Campus Funding Summary

255 - ESEA Title II, Part A Teacher & Principal Tr					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	2	Edivate, GT training		\$8,000.00
Sub-Total					\$8,000.00
410 - Instructional Materials Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	A-Z Reading, Istation, Accelerated Reader, Leveled Reading Materials		\$15,000.00
1	1	2	Istation, Waterford, Accelerated Reader		\$8,000.00
Sub-Total					\$23,000.00
Grand Total					\$31,000.00

West Orange Cove Independent School District

West Orange Stark Middle School

2016-2017 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:
Academic Achievement in Social Studies



Mission Statement

West Orange-Stark Middle School will educate and foster the growth and development of well-rounded students in a safe, continuously evolving environment. Through collaboration with all stakeholders, our students will be equipped to take a positive role in society as productive citizens and develop their personal commitment to life-long learning.

Vision

Through academy excellence, value added mindset, and STALLION PRIDE. West Orange ~ Stark Middle School will transform into a premier middle school. Where purposeful intent, sincere commitment, and uncompromisable excellence, produces and environment where students, and teachers Think of the unthinkable, do the impossible, and teach and learn without limits.

Comprehensive Needs Assessment

Needs Assessment Overview

Area 1: Student Achievement

- Close student achievement gaps in all core subjects
- Continue to make improvements and advancements in instructional programs
- Create student self-monitoring systems to promote student awareness of progress
- Track all student groups including Special Education students using state academic assessments and benchmark test results
- Improve general education interventions and supports i, · Implement an early warning monitoring system that provides timely information about students who are academically at risk
- Use math/reading universal screeners & benchmarks to strengthen RTI referral process
- Continue extended-day programs for students at-risk of failing STAAR assessments

AREA 2: Staff Quality, Retention, and Recruitment

- Recruit, train, and support administrators in their development of instructional leaders
- Use multiple measures to identify highly-qualified instructors
- Cultivate and capitalize on instructional leadership and instructional development
- Prepare and support teachers for the specific challenges posed by working in a highneeds instructional environment
- Evaluate effectiveness of professional development programs
- Continue to actively recruit teachers from diverse backgrounds
- Request additional science and social studies instructional positions

Area 3: Family & Community Involvement

- Increase family and community involvement in all instructional activities
- Increase family and community member involvement in school decisions through committees and organizations
- Provide all stakeholders with opportunities to increase their understanding of families' background, culture, and goals for students
- Increase two-way communication between school and home
- Better utilize the Communities in Schools (CIS) program to inform all stakeholders of involvement opportunities, policies, and programs
- Continue to build a strong PTA by increasing membership among all stakeholders

Area 4: Curriculum & Instruction

- Curriculum, lesson plans, instruction, and assessments in all core areas aligned and modified with the rigor of state assessments
- Integrate curriculum horizontally across core areas
- A well-defined comprehensive, system-wide pyramid of interventions
- Increase reading and writing fluency in all grade levels
- Staff Development provided in the areas of IEP implementation
- Opportunities for teachers to improve instructional delivery through observations of model teaching

Area 5: School Context & Organization

- Fill the gaps in communication among all departments
- Regain respect among the community
- Set high expectations
- Celebrate successes (ALL)
- Improve transitions between all campuses

Area 6: Technology

- Need a long term plan for maintaining and updating equipment/software on all campuses.
- Technology training needs to be done at appropriate times and by using hands on methods

Area 7: School Culture and Climate

- Increase the opportunities for parent participation
- Increase school pride and respect among staff, students, and parents

Area 8: Demographics

- Continue to use interventions and communication to improve attendance rates
- Build on the trends of increased enrollment through communication and through the promotion of a positive district and campus image

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- Progress of prior year STAAR failures
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Compass Learning accelerated reading assessment data for Grades 6-8 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Professional Learning Communities (PLC) data
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

Parent/Community Data

- Parent Involvement Rate

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results






Goals

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 1: Close the gap between our current STAAR scores in 6th, 7th and 8th grades to meet the state average and increase level III scores to meet the state average.

Summative Evaluation: Improved academic growth in students
Improved performance on cycle assessments and STAAR


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
Federal System Safeguard Strategy 1) Project-based learning Student-led activities Technology integration	A. Moten, Principal J. Tippett, Dean of Instruction T Assistant Principals Academic Coaches Teachers	Progress in student achievement; evidence of student projects				
Federal System Safeguard Strategy 2) Academic Vocabulary development for all students.	A. Moten, Principal J. Tippett, Dean of Instruction CILT Teachers	Increased vocabulary growth; improved performance on cycle assessments				
3) Students will use journal writing to reinforce writing skills and to explain processes, experiments, record findings, record data, and to enhance literacy	A. Moten, Principal J. Tippett, Dean of Instruction CILT Teachers	Evidence of improved writing skills; improved performance on cycle assessments and STAAR				
Federal System Safeguard Strategy 4) Hands on experiments Journal entries Activities	A. Moten, Principal J. Tippett, Dean of Instruction CILT Teachers	Improved performance on cycle assessments and STAAR				
5) Increase focus on the student learning expectation	A. Moten, Principal J. Tippett, Dean of Instruction CILT Assistant Principals Teachers	Student grades Formative/summative assessments Cycle assessments				

6) Editing/Revising Vocabulary development	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals T. Richard-Brown, Literacy Coach ELAR Teachers	Student grades Formative/summative assessments Cycle assessments				
7) Incorporate Balanced Literacy Program into Reading Curriculum.	A. Moten, Principal J. Tippett, Dean of Instruction T. Richard-Brown, Literacy Coach ELAR Teachers	Student Grades Formative/summative Assessments Cycle Assessments				
8) Inclusion Support for Special Education students in Reading and Math	A. Moten, Principal J. Tippett, Dean of Instruction M. Keys, CILT member	Student grades Formative/summative assessments Cycle assessments				
9) Students will receive RTI support through Stampede, before and after school tutorials, Success Maker and small group instruction	A. Moten, Principal J. Tippett, Dean of Instruction T. Richard-Brown, Literacy Coach A. Frazier, Literacy Coach	Progress Monitoring Student Grades Formative/summative assessments Cycle Assessments				
10) Integrate advanced academic programs that meet students individual needs for all identified Gifted and Talented/Advanced students	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals N. Francis, Counselor G. T. Certified Teachers	Increase in the number of students in Gifted and Talented Advanced Academic classes				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 2: WOSMS will achieve overall student attendance rate at 98% or higher


Summative Evaluation: Improved attendance

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Intervention programs to meet students individual educational needs such as: Dyslexia, At-Risk, ESL, 504, Special Education, Gifted and Talented	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals M. Keys, SPED CILT N. Francis, Counselor Diagnostician ESL Teacher	Growth in performance on STAAR and Cycle Assessment tests				
Funding Sources: 211 - ESEA Title I, Part A						
						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 3: Students will take ownership of their own academic progress


Summative Evaluation: Student grades
 Formative/summative assessments
 Cycle assessments
 STAAR Results

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Students will get and track progress toward appropriate individual goals	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals N. Francis, Counselor All Teachers	Student grades Formative/summative assessments Cycle assessments Checkpoints STAAR Results				
						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 4: Decrease the number of discipline offenses


Summative Evaluation: Discipline reports from Skyward

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Inter-department Competitions Verbal Reinforcement Increased positive Communication Home	A. Moten, Principal Assistant Principals Faculty	Decrease in Disciplinary Referrals, Suspensions, and ISS/AAC Referrals Increase in Personal And School Pride				
						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 5: WOSMS will ensure the safety of our students and staff when they are on our campus and provide a productive environment conducive to learning.


Summative Evaluation: Continue to have a safe environment for our students and staff

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Safe and Drug Free Schools CHAMPS	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals E. Rushing, Director Instructional Technology N. Francis, Counselor PBIS Committee All Staff	Continue to have a safe environment for our students and staff				
						

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 1: WOSMS will update telephone system


Summative Evaluation: More communication between parents and staff

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) E-Rate Compliance Improve Campus and Community Communication	A. Moten, Principal J. Tippett, Dean of Instruction E. Rushing, Technology Director	More communication between parents and staff				
						

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 2: WOSMS will update network infrastructure


Summative Evaluation: Increased use of technology in instruction

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Update Wireless Network Infrastructure	A. Moten, Principal J. Tippett, Dean of Instruction E. Rushing, Technology Director	Increased use of technology in instruction				
						

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 1: Increased school and community involvement


Summative Evaluation: Student grades
 Formative/summative assessments
 Cycle assessments
 STAAR Results

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Increased opportunities for student campus involvement	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals All Teachers	Student grades Formative/summative assessments Cycle assessments STAAR Results				
2) Increase parental Involvement	A. Moten, Principal PTA President	PTA membership				
3) Blackboard Call-out system	A. Moten, Principal J. Tippett, Dean of Instruction	Number of Call-outs Tech-connect				
						

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 1: Prepare and support teachers for the specific challenges posed by working in a high needs environment


Summative Evaluation: Smaller teacher turn-over rate

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Subject specific Mentor/Buddy system Departmentalized campus layout Incentives for Math and Science	A. Moten, Principal J. Tippett, Dean of Instructio T. Richard-Brown, Literacy Coach D. Boxie, Science CILT Assistant Principals Mentor teachers	Smaller teacher turn-over rate				
						

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 2: Insure a qualified teaching staff that employs leading-edge instructional techniques

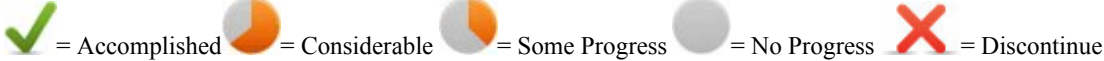
Summative Evaluation: Instruction reflects higher levels of learning PDAS evaluations, walkthroughs, and written documentation

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide campus based staff development focusing on rigor and lesson plan development through individual, department, and campus activities	All Staff	Instruction reflects higher levels of learning PDAS evaluations, walkthroughs, and written documentation				
2) WOSMS will hire highly qualified teachers in 100% of classrooms.	A. Moten, Principal J. Tippet, Dean of Instruction	Teacher certifications				
						

Goal 5: WOCCISD will promote a positive image.

Performance Objective 1: WOSMS will provide communication through district approved media outlets.

Summative Evaluation: WOSMS will communicate with parents using Facebook, call-outs email, newsletters and campus and district websites.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) The campus will maintain an up to date website.	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals E. Rushing, Director Instructional Campus Webmaster	Photos, calendar and announcements will reflect current activities.				
2) WOSMS will use the call-out system and post to Facebook to communicate campus activities.	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals E. Rushing, Director Instructional L. Shannon, Director of Communication	District Facebook account, Call-out system logs				
3) WOSMS will email weekly newsletters of campus events to parents.	A. Moten, Principal J. Tippett, Dean of Instruction Assistant Principals	Copies of the "Tech Connect" newsletters				
						

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Project-based learning Student-led activities Technology integration
1	1	2	Academic Vocabulary development for all students.
1	1	4	Hands on experiments Journal entries Activities

State Compensatory

Budget for West Orange Stark Middle School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6200 Professional and Contracted Services		
199.11.6219.57.041.0.31.828	6219 Professional Services	\$3,800.00
199.11.6249.57.041.0.31.828	6249 Contracted Maintenance & Repair	\$1,000.00
6200 Subtotal:		\$4,800.00
6300 Supplies and Services		
199.11.6399.57.041.0.31.828	6399 General Supplies	\$35,409.00
6300 Subtotal:		\$35,409.00
6400 Other Operating Costs		
199.13.6411.57.0.41.0.31.828	6411 Employee Travel	\$2,200.00
199.11.6412.57.041.0.31.828	6412 Student Travel	\$7,500.00
199.11.6499.57.041.0.31.828	6499 Miscellaneous Operating Costs	\$1,147.00
6400 Subtotal:		\$10,847.00

2016-2017 Campus Instructional Leadership Team

Committee Role	Name	Position
Administrator	Dr. Anthony Moten	Principal
Administrator	Nakia Francis	Counselor
Administrator	Tiffany Richard-Brown	Literacy Coach
Administrator	Jennifer Tippet	Dean of Instruction
Classroom Teacher	Desiree Boxie	Science
Classroom Teacher	Marion Keys	Special Education
Classroom Teacher	Kenneth Vincent	ELA/R
Classroom Teacher	Jennifer Watson	ELA/R
Classroom Teacher	Denise Willingham	Math

Campus Funding Summary

211 - ESEA Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$0.00
Sub-Total					\$0.00
Grand Total					\$0.00

West Orange Cove Independent School District

West Orange Stark High School

2016-2017 Campus Improvement Plan

Accountability Rating: Improvement Required



Mission Statement

The mission of West Orange-Stark High School is to partner with our community to instill pride in all our students while empowering them with the necessary postsecondary college and career readiness skills to become productive successful citizens.

Vision

West Orange-Stark High School where students, parents, and the community work as one to contribute to society in a positive and productive manner.

Motto

Inspire, Achieve, Celebrate 112% Everyday

Comprehensive Needs Assessment

Demographics

Demographics Summary

Ethnicity

African American 67.1%

Hispanic 8.2%

White 22.4%

American Indian 0.2%

Asian 0.2%

Economically Disadvantaged 83.3%

English Language Learners 1.8%

Campus Mobility Rate 27.1%

Class Sizes

Grade 9 189 Students 31.8%

Grade 10 162 Students 27.2%

Grade 11 122 Students 20.5%

Grade 12 122 Students 20.5%

Student Achievement

Student Achievement Summary

- Areas our group determined we should focus on.
 - Special Education
 - LEP students
 - First time testers

Student Achievement Strengths

- We have been aware of what our problems are for sometime now and we are all working hard and willing to do whatever is necessary to address them.
- Student data is consistent based on ethnicity, race, and economically disadvantaged.

Student Achievement Needs

- Help students to achieve passing on the first test administration
 - Intensive interventions need to be done proactively
 - Increase the level of rigor and higher ordered level thinking skills in the classroom
- Close the achievement gap between the special populations groups
 - Special Education
 - LEP Students

School Culture and Climate

School Culture and Climate Summary

- Sharing information to make faculty aware of behavior problems.
- Posting rules for specific settings.
- Systems of rewards to accentuate positive behaviors.
- Linking rules to expectations.
- Holding ALL students accountable.

School Culture and Climate Strengths

- District and Campus Policies are in place.
- After-School Detention
- Kids are getting better as far as to class on time, fighting, cafeteria behavior, and overall behavior issues.
- Staff are involved in the development of expectations and rules.
- Problem behaviors are defined.

School Culture and Climate Needs

- We need a secondary program to implement in our school such as ACHIEVE.
- Consistency- EVERYONE following the rules (inconsistency from class to class)
- Actually following thru with the punishment.
- Discipline needs to be stronger, decisive, and consistent.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

- Hire certified and highly qualified teachers
- Retain certified and highly qualified teachers from year to year

Staff Quality, Recruitment, and Retention Strengths

- Many staff members are long term employees with the district.
- Stipend money in the areas of math and science.
- Competitive pay for all staff positions.

Staff Quality, Recruitment, and Retention Needs

- Improved school climate that will lead to increased retention rate.
- More opportunities for staff recruitment.
- Reduction in the use of long term substitutes.
- Reduction in the hiring of uncertified or not highly qualified teachers.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

- A comprehensive intervention program to address the learning needs of all students
- Curriculum, lesson plans, instruction, and assessments aligned with the rigor of state assessments
- Increased reading and writing fluency in all grade levels
- Improved instructional delivery(less emphasis on teacher-led instruction)
- Staff Development/Inservice with a focus on STAAR EOC preparation, meeting the needs of special populations, intervention programs, engaging the student learner, and research-based instructional strategies

Curriculum, Instruction, and Assessment Strengths

- Curriculum, Instruction, and Assessments are linked to TEKS
- (86% - High /Satisfactory level of consistency and competence) Disaggregation of data drives the decision making on campus (78% - High /Satisfactory level of consistency and competence)
- Curriculum is revised and evaluated on a regular basis with teachers contributing to on-going evaluations
- (79%- High /Satisfactory level of consistency and competence)
- Increased PLC collaborative processes have enhanced the consistency of instruction
- (72% - High /Satisfactory level of consistency and competence)
- Teachers consistently administer and use both formative and summative assessments to align and inform instruction
- (59% - High /Satisfactory level of consistency and competence)

Curriculum, Instruction, and Assessment Needs

- Curriculum, lesson plans, instruction, and assessments in all core areas aligned and modified with the rigor of state assessments
- Integrate curriculum horizontally across core areas
- A well-defined comprehensive, system-wide pyramid of interventions developed to address the learning needs of all students/resources for implementation ·
- Increase reading and writing fluency in all grade levels
- Staff Development provided in the areas of STAAR EOC preparation, IEP implementation, RTI(reaching struggling populations/students), Project Share, and research-based instructional strategies
- Opportunities for teachers to improve instructional delivery through observations of model teaching(PD360 videos, veteran teachers, coaches, etc.)

Family and Community Involvement

Family and Community Involvement Summary

- Recognize student achievement in the community
- Create better relationships with local businesses to create opportunities for students
- Establish/maintain committee (such as CPOC} to allow opportunities for community/parents to have input in school decisions
- Create organization/committees that address parent concerns on a regular basis
- Create program for parents to take part in education
- Establish better communication with parents in regards to student expectations, student achievements, and our district's educational goals
- Improve public relations by establishing a system to inform parents/community of campus activities/testing info/etc.

Family and Community Involvement Strengths

Many community service projects with in the following groups/organizations:

- Art
- Band
- Cheerleaders
- Drill Team
- Key Club
- National Honor Society
- Student Council
- TAFE

Family and Community Involvement Needs

- More opportunities for parents to take part in activities with students
- More opportunities for parents to be a part of the educational process
- Higher expectations for parents to be involved in their child/children's education
- More opportunities to invite local community in classrooms/student activities
- More opportunities for students to take part in the local communities as volunteers/job shadow
- More opportunities to recognize student achievement in local media/community
- Better public relations in regards to informing the community of campus events

School Context and Organization

School Context and Organization Summary

- Fill the gaps in communication among all departments
- Regain respect among the community
- Set high expectations
- Celebrate successes {ALL}
- Include more stakeholders
- Improve transitions between all campuses

School Context and Organization Strengths

Accommodation of tested subjects

PLC Core

Collaboration CILT

Mentor Program

Academic Coordinator

School Context and Organization Needs

- Communication as a whole
- Improve our image
- Improve expectations
- Improve transitions
- Include more stakeholders

Technology

Technology Summary

- Need a long term plan for maintaining and updating equipment/software on all campuses. Ex. Scheduled updates on a rotation basis
- Need to find a way to budget for technology; Ex. Grants, fundraisers, etc.
- Technology training needs to be done at appropriate times and by using hands-on methods
- Continue to develop BYOD in the classroom; many teachers are receptive and enthusiastic for this

Technology Strengths

- Teachers/staff want (and would greatly benefit from) professional development for technology
- E-mail, web page and network capabilities seem to be adequate for communicating both in-house and in the community
- Technology repairs - assistance is available with understandable time lags

Technology Needs

- Updated computers/software
- Ipads/laptops
- Working printers, computers, laptops

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Local diagnostic reading assessment data
- Local diagnostic math assessment data


- Local benchmark or common assessments data
- Student failure and/or retention rates

Goals

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 1: Consistent and uniform campus rules which hold all students accountable and rewards positive behaviors.


Summative Evaluation: Decrease in disciplinary referrals, suspensions and ISS/AAC referrals. Increase in student recognition throughout the school year.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Disciplinary Matrix	Principal Assistant Principals Faculty	Decrease in disciplinary referrals/suspensions/ISS/AAC assignments				
2) Verbal Reinforcement using positive communication and tangible rewards and recognition.	Principal Assistant Principals Dean of Instruction Faculty	Increase in school and personal pride.				
Funding Sources: 199 - General Fund: High School Allotment						
						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 2: Foster a positive campus culture for testing and didactic activities.


Summative Evaluation: Improved testing success, decreased disciplinary referrals, decreased drop out rates

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide youth leadership opportunities through extracurricular and instructional activities.	Principal Dean of Instruction CILT Instructional Coaches Counselors Faculty	Changes in attitude in staff, faculty and students.				
2) Quality teaching strategies.	Principal Dean of Instruction Instructional Coaches Faculty	Improved testing scores, increased Commended STAAR scores and decreased need for credit recovery.				
Funding Sources: 199 - General Fund: High School Allotment						
						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 3: Integrate curriculum in core areas to increase reading, writing and mathematics fluency with an emphasis on higher order thinking skills.


Summative Evaluation: Improved standardized test scores, improved short answer scores

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) "ACE" writing strategy	Principal Dean of Instruction Instructional Coaches Faculty	Improved scores on short answer responses on STAAR testing.				
2) Cross curricular activities through project based learning.	Principal Dean of Instruction Instructional Coaches Faculty	Improved standardized test scores.				
3) Introduction of additional LSCO dual credit opportunities.	Principal Dean of Instruction Instructional Coaches Faculty Counselors	Increase in student numbers enrolled in LSCO dual credit courses.				
Funding Sources: 199 - General Fund: High School Allotment						
						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 4: Uniform campus rules designed to hold students accountable when managed consistently and equitably and coupled with rewards for positive behaviors.


Summative Evaluation: Decrease in disciplinary referrals, suspensions, ISS/AAC referrals

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Disciplinary Matrix	Principal Assistant Principals Faculty	Decrease in disciplinary referrals/suspensions/ISS/AAC assignments				
2) Verbal Reinforcement using positive communication and tangible rewards and recognition	Principal Assistant Principals Dean of Instruction Faculty	Increase in student numbers eligible for campus rewards and recognition.				
						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 5: Increase campus safety through the issuance and use of student and faculty/staff ID cards.


Summative Evaluation: Visible student and staff ID cards in place by the end of the first grading period.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Emergency operations plan.	Principal Assistant Principals Faculty Staff Safety Resource Officer	Visible ID cards on all staff and students.				
Funding Sources: 199 - General Fund: High School Allotment						
						

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 1: PLC will be used to allow teachers to share classroom technology activities with colleagues.


Summative Evaluation: Monthly submission of PLC minutes, administrator's observation of the PLC

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Professional development through PLC	Principal Dean of Instruction CILT Department Chairs	Increased use on technology in classrooms.				
Funding Sources: 199 - General Fund: High School Allotment						
						

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 2: Provide professional development opportunities throughout the year on implementation of project based learning with integrated technology.


Summative Evaluation: CPE certificates, Documentation from the professional development provider

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Integration training on existing classroom technology.	Principal Dean of Instruction Instructional Coaches Faculty	Increased use of technology in classrooms				
Funding Sources: 211 - ESEA Title I, Part A						
						

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 3: Provide faculty with hands-on technology training to facilitate integration and development of existing technology.


Summative Evaluation: Increased technology use in the classroom.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Training facilitators for specific classroom technology-Promethean, SmartBoard	Principal Dean of Instruction Instructional Coaches Faculty	Increased use of technology in classrooms.				
						

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 1: Increase communication with parents regarding student expectations and achievements and our district's educational goals.


Summative Evaluation: Positive feedback from parents and community, increase parent involvement

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Teacher/Parent conferences through scheduled meetings on staff development days.	All campus personnel	Positive feedback from parents and community members				
2) Increased parent notification and communication.	All campus personnel	Increased parent involvement in academic activities.				
						

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 2: Establish and active CTE advisory board to promote vocational education.


Summative Evaluation: Positive feedback from parents and community, increased community awareness of CTE's role at WOSHS.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Build relationships with stakeholders	CTE Director/Coordinator CTE Faculty	Positive feedback from stakeholders.				
Funding Sources: 244 - Carl Perkins						
						

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 1: Provide faculty with substantial support and a positive campus culture to build success in all classrooms.


Summative Evaluation: Increased teacher moral and retention, increased Highly Qualified faculty members

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Faculty Peer mentoring	Principal Dean of Instruction Assistant Principals Instructional Coaches CILT Mentors/Buddies	An increase in teacher moral and retention.				
Funding Sources: 199 - General Fund: High School Allotment						
						

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 2: Create a positive culture team building committee.


Summative Evaluation: Increased teacher retention.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Build supportive teacher relationships through purposeful and planned campus events	Principal Dean of Instruction CILT Committee Members	An increase in teacher moral and retention.				
Funding Sources: 199 - General Fund: High School Allotment						
						

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 3: Set high expectations both academically and behaviorally and celebrate all successes.


Summative Evaluation: Increase numbers on honor rolls, increased student participation in academic competitions

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Professional development through ESC 5 and Write for Texas Grant.	Principal Dean of Instruction Instructional Coaches	An increase in teacher retention.				
Funding Sources: 199 - General Fund: High School Allotment						
						

Goal 5: WOCCISD will promote a positive image.

Performance Objective 1: Increase club and organization involvement in community events.


Summative Evaluation: Meeting minutes submitted by club sponsors, media exposure of club/organization involvement.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Youth leadership opportunities through school based organizations.	Principal Assistant Principals Dean of Instruction Club and organization sponsors	Increased involvement of clubs and organizations in community events.				
						

Goal 5: WOCCISD will promote a positive image.

Performance Objective 2: Increased recognition of academic successes after each grading period.

Summative Evaluation: Honor rolls posted on campus and in local newspaper after each grading period.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Positive Behavior Support	Principal Dean of Instruction Counselors District Public Relations Department	Increase evidence of student posting on local media outlets				
						

State Compensatory

Budget for West Orange Stark High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6200 Professional and Contracted Services		
199.11.6219.57.001.0.31.828	6219 Professional Services	\$6,800.00
199.11.6229.57.001.0.31.828	6229 Tuition and Transfer Payments	\$34,000.00
199.11.6249.57.001.0.31.828	6249 Contracted Maintenance & Repair	\$4,000.00
199.11.6299.57.001.0.31.828	6299 Miscellaneous Contracted Services	\$2,600.00
6200 Subtotal:		\$47,400.00
6300 Supplies and Services		
199.11.6399.57.001.0.31.828	6399 General Supplies	\$16,300.00
6300 Subtotal:		\$16,300.00
6400 Other Operating Costs		
199.13.6411.57.001.0.31.828	6411 Employee Travel	\$1,000.00
199.11.6412.57.001.0.31.828	6412 Student Travel	\$10,845.00
199.11.6499.57.001.0.31.828	6499 Miscellaneous Operating Costs	\$3,000.00
6400 Subtotal:		\$14,845.00

2016-2017 Campus Instructional Leadership Team

Committee Role	Name	Position
Administrator	Rod Anderson	Principal
Administrator	Angela Greer	Dean of Instruction
Classroom Teacher	Selwyn Dews	Teacher
Classroom Teacher	Meri Elen Jacobs	Teacher
Classroom Teacher	Annie Rutledge	Teacher
Classroom Teacher	Michael Washburn	Teacher
Paraprofessional	Claire Cooper	Teacher Aide

Campus Funding Summary

199 - General Fund: High School Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$0.00
1	2	2			\$0.00
1	3	3	ESC 5, Internet Access		\$0.00
1	5	1			\$0.00
2	1	1	Internet access		\$0.00
4	1	1			\$0.00
4	2	1			\$0.00
4	3	1			\$0.00
Sub-Total					\$0.00
211 - ESEA Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1			\$0.00
Sub-Total					\$0.00
244 - Carl Perkins					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1			\$0.00
Sub-Total					\$0.00
Grand Total					\$0.00