

**WASKOM ISD  
District Improvement Plan  
2015/2016**

Date Reviewed: 10/21/14

DMAC Solutions ®

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Date Approved:

12/3/2015

# WASKOM ISD

## **Mission**

*Waskom ISD will build a collaborative network of families, educators, and community members that promotes excellence. We are dedicated to honoring diversity, cultivating responsible citizens, developing leaders, and establishing pathways for students to have a positive impact on our community and world.*

## **Vision**

*Waskom ISD is empowering students to become successful, productive citizens by engaging every student, every day in every classroom.*

### Nondiscrimination Notice

WASKOM ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# WASKOM ISD Site Base

Name	Position
Baker, Ross	Non-Teaching District Professional
Cherry, Bonita	Non-Teaching WMS Professional
Cox, Jimmy	Non-Teaching District Professional
Davis, Brittney	Non-Teaching WES Professional
Dillard, Nancy	Non-Teaching District Professional
Fields, Lavaughn	Non-Teaching District Professional
French, Carol	WHS Teacher
Harville, Jaci	WES Teacher
Johnson, Elizabeth	WHS Teacher
Norris, Hal	Business Representative
Payne, Peggy	Community Representative
Phillips, Staci	Parent Representative
Reeves, Erin	WES Teacher
Snowden, Jerlonda	WMS Teacher
Terry, Ashley	WMS Counselor
Vaughan, Marty	Community Representative
Watson, Kassie	Non-Teaching WHS Professional
Witherspoon, Tammy	WMS Teacher

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2015/2016 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# Title I Components

1. Comprehensive needs assessment of entire school
2. Reform strategies
3. Instruction by highly qualified teachers
4. High-quality ongoing professional development
5. High-quality teachers to high-need schools
6. Parent involvement
7. Preschool transitioning
8. Measures to include teachers in assessment decisions
9. Effective and timely assistance
10. Coordination of programs

# CNA

WASKOM ISD  
2015-2016  
Assessment of Current Situation

## **Comprehensive Needs Assessment**

To assess where our students are in relation to our Vision, Mission, and our board-approved goals, the SBDM team reviewed all available data to identify our strengths and to prioritize our areas of concerns.

Formal review includes data from the following:

- Results of most recent staff, community, and parent surveys
- Accountability and AYP ratings
- Disaggregation of most current TAPR/AEIS/PBMAS data
- Multi-year trends from DMAC reports
- Professional development needs surveys
- Student retention rates
- Discipline and enrollment data from PEIMS
- Results of staff and student performance on most recent technology assessment

Informal measures include the following:

- Needs identified through campus/district SBDM teams
- Review of previous year initiatives
  - to determine over-all effectiveness and implementation level , and
  - to consider continued development/modifications and necessary continued funding
- Staff surveys and emails
- Review of the district's vision/mission and discussion regarding current information/research-based strategies that will move the district closer to attainment of the vision

# Priorities

WASKOM ISD  
2015-2016  
Prioritized Strengths and Areas of Concern

Our review of data led us to the following discoveries regarding our strengths and our areas of concern. These discoveries became the primary focus of the 2015-2016 District Improvement Plan, either in the form of very specific objectives or of actions supporting the objectives.

## Identified Strengths

Caring, committed teaching staff  
Tutorials during and after school hours  
Teacher willingness to learn new instructional practices and teacher commitment to learning  
Curriculum alignment to TEKS  
High overall district attendance  
Positive Climate and Culture

## Strengths Data Sources

Staff, parent, and student interviews. Active participation on SBDM teams and extra-curricular activities. Student performance records. Student retention records. Staff development records. Principal reports of information gathered through meetings with teachers, walk-throughs and teacher evaluations. Increased use of scope and sequence. Accountability/PEIMS attendance data.

## Areas of Concern

Develop stronger community and parent partnerships/involvement  
Increase learning opportunities for growing number of ELL students  
Technology reliability and availability  
Improve communication system-wide  
Provide effective training and time for training that supports teachers in the use of available technology.  
Three campuses missed system safeguards. District was staged for Bilingual Education/ESL and SPED.  
Retainment and Retention of highly qualified teachers.

## Areas of Concern Data Source

Student performance records, including accountability groups. Teacher and Principal feedback. Parent attendance at school meetings/events. Survey responses. Longitudinal student performance data and enrollment data. Teacher feedback. Walkthrough data and teacher requests for assistance. Teacher evaluation of training. Accountability reports.

# Resource Funding Sources & Allocation

Federal	State	Local	Other
Carl Perkins CTE Funds (SSA Member)	Bilingual Education Allotment (\$54,484)	Activity Funds	Special Education FTE (17.5)
Title I (\$167,902)	Career and Technology Funds (\$886,462)	Local Funds	State Compensatory Education FTE (10)
Title IIA Principal and Teacher Improvement (\$37,747)	Gifted & Talented Allotment (\$33,587)		Title I FTE (5)
Title III Bilingual / ESL (SSA Member)	Instructional Materials Allotment (\$89,827.47)		
	Special Education (\$597,783)		
	State Compensatory (\$763,490)		
	Technology Lending Program Grant (\$34,334)		



# WASKOM ISD

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**Objective 1.** By the spring of 2016, all student groups will meet or exceed the reading, writing, math, science and social studies state average on state administered assessments. All students and student groups will perform satisfactorily on state measures.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide soft-ware and web based programs to be used to address at-risk students needs:Odyssey, iStation, Rosetta Stone, BrainPop, GCS, EdMark, DreamBox, Ren Learning, Discovery Education (Title I SW: 9) (Target Group: ECD, ESL, GT, AtRisk) (NCLB: 1,2)	Principal	Jan 2016	(F)Title I - \$30,200, (S)Instructional Materials Allotment - \$8,000	Summative - Student performance as measured by state assessments and iSIP
2. Continue Renaissance Learning Programs, including Accelerated Reading, at Elementary and Middle School campuses (Title I SW: 9) (Target Group: All, ESL) (NCLB: 1)	Core Subject Teachers	Jan 2016	(F)Title I - \$7,336	Summative - Monitor points gained Summative: 5% increase in reading performance on state administered tests
3. Continue ESL program Pre-K - 12 (Title I SW: 10) (Target Group: ESL, LEP) (NCLB: 2)	Core Subject Teachers	January 2016	(F)Title III Bilingual / ESL (SSA Member), (O)ESC 7, (S)Bilingual Education Allotment	Summative - grades from 3 & 6 wks grading periods Summative: TELPAS scores increase by 5%
4. Provide Special Education Program 504 modifications training (Title I SW: 4) (Target Group: SPED) (NCLB: 1)	Core Subject Teachers	January 2016	(S)Special Education	Summative - teacher sign-in sheets Summative: State administered test scores increase by 5%
5. Continue Dyslexia/Reading intervention programs: Leveled Literacy Intervention PK-5 and 9-12 and Istation PK-8; reading class 9-12 monitored by dyslexia reading specialist; diagnostic testing (Title I SW: 9) (Target Group: AtRisk, Dys) (NCLB: 1)	Dyslexia specialist	January 2016	(L)Local Funds - \$2,000, (S)Instructional Materials Allotment - \$4,750	Summative - sign-in sheets mtgs. with teachers Summative: State administered test reading scores increase by 5%
6. All written communication with parents sent home in language spoken at home (Title I SW: 6,10) (Target Group: H, ESL, LEP) (NCLB: 2)	Principal, Teacher(s)	January 2016	(L)Local Funds - \$500	Summative - Checklist of all written communication in home language Summative: sign-in sheets; increase parent contact by 5%
7. Provide LPAC training (Title I SW: 4,6,10) (Target Group: H, ESL, LEP) (NCLB: 2)	Assistant Principal(s), Curriculum Director	January 2016	(F)Title III Bilingual / ESL (SSA Member), (O)ESC 7	Summative - sign in sheets Summative: TELPAS scores increase by 5%

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Notify parents of ESL programs (Title I SW: 6,10) (Target Group: ESL, LEP) (NCLB: 2)	Principal	January 2016	(L)Local Funds - \$100	Summative - # of notices, mtgs, phone calls Summative: 5% increase in parent contact
9. Continue to provide Leveled Literacy Intervention Program K-4 (Title I SW: 9) (Target Group: AtRisk) (NCLB: 1)	Core Subject Teachers	January 2016	(F)No Cost	Summative - Number of students considered to be developed. Summative: iSIP, Early Reading Instrument Report.
10. Tutorial for state assessment non-mastery students (Title I SW: 1,9) (Target Group: AtRisk) (NCLB: 1)	Principal	January 2016	(F)Title I, (O)DMAC data - \$1,200	Summative - class list of identified non-mastery students. Summative: student performance on state assessments
11. Provide Credit Recovery for High School Students. Use of Odyssey. (Title I SW: 9) (Target Group: AtRisk) (NCLB: 5)	Counselor(s), Principal	January 2016	(F)Title I - \$9,500	Summative - Credit recovery class list of identified students. Summative: Percent of identified students graduating
12. Region 7 contract services: including G/T, Administrator, Curriculum, Math/Science, ELA/Social Studies, Fine Arts, Title, Fed. Programs, ESL, Migrant, DMAC, TxEIS, Personnel, Supt. Academy, Purchasing, Library, Counselor, Digital Learning, Business, Legal (Title I SW: 4,10) (Target Group: All, ESL, Migrant, GT, AtRisk, Dys, 504) (NCLB: 1)	Curriculum Director	May 2016	(F)Title IIA Principal and Teacher Improvement	Summative - document use of consultants and ESC7 services Summative: Reports of attendance by district personnel
13. Use SCE to support At Risk student Population on all campuses (Target Group: AtRisk) (NCLB: 1)	Curriculum Director	January 2016	(S)State Compensatory	Summative - monitor SCE/ Title I budget Summative: Fiscal year budget report

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
14. Give District-wide Benchmark Tests twice a year (Title I SW: 1,2,8) (Target Group: All) (NCLB: 1)	Curriculum Director, Principal	March 2016	(O)DMAC data, (O)TEKScore data - \$1,000	Summative - Copies of tests on file/TEKScore data Summative: 5% increase in state administered test performance
15. Participate in Region 7 Math and Science Co-op, ELA/ Soc. Studies Co-op, and G/T Co-op (Title I SW: 3,4) (Target Group: All) (NCLB: 3)	Curriculum Director	January 2016	(F)Title IIA Principal and Teacher Improvement - \$18,882	Summative - monitor the number of teachers attending training. Summative: Reports of ESC7 workshop attendance
16. Update and use technology and software for students in elementary school, high school, and middle school (examples: mobile lab, response systems, calculators, podcasting, document cameras, interactive whiteboards and tablets) (Title I SW: 1) (Target Group: All) (NCLB: 1)	Director of Technology	January 2016	(L)Local Funds - \$20,000, (S)Instructional Materials Allotment - \$31,791.50	Summative - Principal observation of use Summative: Increase in instructional use of technology
17. Provide professional development to improve the quality of instruction and support given to students in the areas of academics and behavior - training, books, materials, PDAS, TBSI, webinars, modules (Title I SW: 4) (Target Group: All) (NCLB: 3)	Core Subject Teachers	January 2016	(F)Title IIA Principal and Teacher Improvement, (O)ESC 7	Summative - 5% increase in # of teachers requesting training Summative: 100% of teachers attend training / ESC7 staff development records
18. Provide in school tutoring for students taking state assessments and core subjects (Target Group: AtRisk)	Principal	January 2016	(O)DMAC data, (O)TEKScore data - \$1,000	Summative - Number of students identified Summative: 5% increase in state administered test scores
19. Teachers will use item analysis-DMAC disaggregation of data from local and state assessments for data-driven instruction. (Title I SW: 2,8,9) (Target Group: All) (NCLB: 1)	Core Subject Teachers	January 2016	(O)DMAC data - \$1,200, (O)TEKScore data - \$1,000	Summative - Number of DMAC log-ins by staff Summative: 5% increase in DMAC usage by staff
20. Continue to provide GCS at high school and middle school. (Title I SW: 2,9) (Target Group: SPED, AtRisk) (NCLB: 5)	Principal	January 2016	(F)No Cost	Summative - Number of students attending GCS Summative: 5% increase in state administered test scores

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
21. Assist teachers with TExES Registration including reimbursement of fees, when eligible. (Title I SW: 3)	Curriculum Director	January 2016	(F)Title IIA Principal and Teacher Improvement	Summative - Number of teachers registering Summative: 100% of teachers certified
22. Provide parent awareness training for transition from high school to post secondary training or workforce and for PreK into traditional school program. (Title I SW: 6,7)	Counselor(s)	January 2016	(L)Local Funds - \$1,000	Summative - Announcements of training events Summative: Parent sign in sheets
23. Continue collaboration with local colleges and workforce to ensure student college and career readiness. (Title I SW: 2,9,10) (Target Group: All, 9th, 10th, 11th, 12th) (NCLB: 5)	Counselor(s), Curriculum Director, Principal	January 2016	(F)No Cost	Summative - Practice STAAR and EOC Test scores Summative: 5% increase in state administered test scores
24. Provide a curriculum framework for vertical alignment / TEKS alignment in core subjects. (Title I SW: 2) (Target Group: All) (NCLB: 1)	Curriculum Director, Principal	January 2016	(S)Instructional Materials Allotment	Summative - # of teachers attending training Summative: # of teachers using TEKS aligned curriculum
25. Continue to fill the full-time dyslexia coordinator/reading specialist position (Title I SW: 1) (Target Group: Dys) (NCLB: 1)	Superintendent(s)	January 2016	(L)Local Funds - \$40,000	Summative - # of dyslexia assessments performed Summative: 5% increase in student performance on state administered reading test scores
26. Continue to provide technology and accessories necessary to implement instructional strategies that integrate technology (Title I SW: 1) (Target Group: All, ESL, SPED) (NCLB: 1,2)	Principal	January 2016	(L)Local Funds - \$20,000, (S)Technology Lending Program Grant	Summative - iSIP scores / benchmark scores / # of computers installed Summative: 5% increase in student performance on state assessments and iSIP
27. Provide additional CTE classes by continuing to fund an additional ag teacher position (Title I SW: 10) (Target Group: CTE) (NCLB: 5)	Principal	January 2016	(L)Local Funds - \$35,000	Summative - # of students registered for CTE classes Summative: 5% increase in student performance on state administered tests

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
28. Provide supplemental materials, as needed, for special education students (Title I SW: 9) (Target Group: SPED) (NCLB: 1)	Special Ed Teachers	January 2016	(S)Special Education	Summative - monitor purchases of supplemental materials Summative: 5% increase in student performance on state administered tests
29. Provide supplemental materials and supplies needed to improve student performance. (Title I SW: 9) (Target Group: All) (NCLB: 1)	Curriculum Director, Principal, Superintendent(s)	January 2016	(L)Local Funds - \$3,000, (S)Instructional Materials Allotment	Summative - Benchmark and Practice state assessments Summative: 5% increase in student performance on state assessments
30. Provide new 9-12 Math and K-12 Social Studies physical and digital instructional materials to increase student achievement. (Title I SW: 3,10) (Target Group: All, ESL, SPED, GT, AtRisk) (NCLB: 1,2,5)	Curriculum Director	January 2016	(S)Instructional Materials Allotment	Summative - Summative-Monitor purchases of instructional materials  Summative- 5% increase in ESL and ALL student performance on state assessments
31. Participate in professional development provided by the Writing Academy to improve teacher instruction for increase in student achievement (Title I SW: 2,3,4,5,8,9,10) (Target Group: All, H, AA, ECD, ESL, SPED, AtRisk) (NCLB: 1,2,5)	Curriculum Director, Principal	January 2016	(F)Title IIA Principal and Teacher Improvement	Summative - Summative:Monitor teacher sessions with Region 7 Writing Personnel  Summative:5% increase in SPED and ALL student performance on state assessments.
32. Provide ACT preparation classes at high school (Title I SW: 9) (Target Group: All) (NCLB: 1,2,5)	Counselor(s), Principal	May 2016	(L)Local Funds - \$500	Summative - Summative- Class enrollment numbers Summative- Increase in student ACT participation/achievement on Accountability Report

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
33. Provide after-school tutorials for targeted assistance to ensure increase in student achievement on state assessment (Title I SW: 2,5,8,9) (Target Group: All, ESL, LEP, SPED, AtRisk) (NCLB: 1,2,5)	Principal, Teacher(s)	May 2016	(F)Title I - \$42,000	Summative - Summative-Monitor student attendance at after school tutorials Summative- 5% increase in ESL, SPED, and ALL students achievement on state assessments
34. Provide 10 iPads or Chromebooks 3rd-8th grade ELAR and Math classes and 25 additional units for the high school to support instruction and learning. (Title I SW: 2,8) (Target Group: All, 9th, 10th, 11th, 12th, 3rd, 4th, 5th, 6th, 7th, 8th)	Curriculum Director, Director of Technology, Principal	January 2016	(S)Instructional Materials Allotment	Summative -
35. Initiate campus wide literacy projects to encourage literacy skills and promote school culture on both the middle school and high school campuses. (Title I SW: 2) (Target Group: All, 9th, 10th, 11th, 12th, 5th, 6th, 7th, 8th)		May 2016		Summative -
36. Implement the Fundament 5 instructional practices on all campuses to increase student engagement and mastery of TEKS. (Title I SW: 2,4,8) (Target Group: All)	Assistant Principal(s), Curriculum Director, Principal, Teacher(s)	May 2016	(F)Title IIA Principal and Teacher Improvement	Summative -

# WASKOM ISD

**Goal 2.** Waskom ISD will continue to support all students and encourage school attendance so they can achieve their maximum potential.

**Objective 1.** By the spring of 2016, Waskom ISD will meet or exceed the state attendance and dropout targets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide AEP program (Title I SW: 10) (Target Group: 9th, 10th, 11th, 12th, 5th, 6th, 7th, 8th) (NCLB: 4)	Principal	January 2016	(L)Local Funds - \$35,000	Summative - Monitor assignments, progress and attendance of all students district wide. Summative: Decrease in DAEP placements
2. Continue and staff an ISD Police unit (Target Group: All) (NCLB: 4)	Superintendent(s)	January 2016	(L)Local Funds - \$45,000	Summative - Monthly reports to principals Summative: 5% improvement in district AEIS attendance and dropout data
3. Send compulsory attendance letters home (Title I SW: 6) (Target Group: All) (NCLB: 5)	Principal	January 2016	(L)Local Funds - \$250	Summative - 6 weeks attendance check Summative: 5% decrease in # of students falling below attendance standard
4. Pursue legal action for attendance and truancy (Title I SW: 6) (Target Group: All) (NCLB: 5)	Principal	January 2016	(F)No Cost	Summative - 6 weeks attendance check Summative: 5% decrease of # of truancy complaints filed in local court
5. Continue to participate in project to allow Waskom High School Final Exam exemptions (Target Group: All)	Principal	January 2016	(F)No Cost	Summative - 6 weeks grades Summative: 5% increase in number of students exempt from semester final exams
6. Provide career education (career fair, field trips and awareness) (Title I SW: 10) (Target Group: All) (NCLB: 5)	Counselor(s)	January 2016	(L)Local Funds - \$2,000	Summative - Increase student requests for career information Summative: 5% increase in percent of students participating in career education activities
7. Continue to recognize students with perfect attendance across all campuses/ Reward middle school students with an "electronic" lunch (use video games, cell phone apps) when behavior is appropriate. (Target Group: All) (NCLB: 4)	Principal	January 2016	(L)Activity Funds - \$1,000	Summative - 6 weeks discipline/attendance reports Summative: 1% increase in attendance rate and decrease in discipline referrals

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Continue to recognize students on the honor roll (Target Group: All)	Principal	January 2016	(L)Activity Funds - \$1,000	Summative - 6 Weeks grade check/ Passing rate Summative: 5% increase in district passing rate
9. Publish attendance and truancy policy in handbook and on Web page (Title I SW: 6) (Target Group: All) (NCLB: 5)	Principal	January 2016	(L)Local Funds - \$200	Summative - monitor 6 weeks attendance Summative: 1% increase in student attendance
10. Continue to implement ISS / lunch detention/ principal detention / morning detention / Saturday school (Title I SW: 9) (NCLB: 4)	Principal	January 2016	(F)No Cost	Summative - 6 week review of discipline referrals Summative: 5% decrease in total number of referrals for school year
11. Provide opportunities for students to make-up absences, missed grades, and Saturday school (Title I SW: 9) (NCLB: 5)	Principal	January 2016	(F)No Cost	Summative - 6 week review of attendance rate and grades Summative: 5% decrease in percent of students required to make up absences and/or missed grades
12. Conduct Parents Night college admission / financial aid (Texas Grant & Teach for Texas Grant Program (Title I SW: 6) (Target Group: All) (NCLB: 5)	Counselor(s)	March 2016	(L)Local Funds - \$500	Summative - Number of parents in attendance Summative: 5% increase in percent of graduates who enroll in post secondary courses
13. Continue credit recovery for high school students Odysseyware (Title I SW: 8,9,10) (Target Group: 9th, 10th, 11th, 12th) (NCLB: 5)	Principal	January 2016	(F)Title I - \$22,500	Summative - list of students Summative: 5% increase in percent of students recovering credits from failed courses
14. Continue to provide Growth and Development Handouts and Movie (Target Group: All)	Assistant Principal(s), School Nurse	March 2016	(F)No Cost	Summative - number of handouts delivered Summative: Feedback from parents and students



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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Pregnancy Related Services Program (Title I SW: 10) (Target Group: AtRisk) (NCLB: 5)	Assistant Principal(s), Counselor(s)	January 2016	(F)No Cost	Summative - PRS entry/exit date documentation with counselor Summative: Attendance rate
16. PRS - counseling (individual and group)	Counselor(s), Principal	January 2016	(F)No Cost	Summative - monitor number of participants Summative: Documentation of numbers of students seeing counselor
17. PRS - nurse visit and care at school	Principal, School Nurse	January 2016	(F)No Cost	Summative - monitor participation Summative: Documentation with counselor
18. Continue to provide PRS CEHI Teacher (Title I SW: 10) (NCLB: 5)	Counselor(s), Principal	January 2016	(F)No Cost	Summative - CEHI teacher's log (dates/times) Summative: Documentation with counselor
19. Integrate academics with CTE - Provide supplemental resources for CTE/AG (Title I SW: 10) (Target Group: CTE) (NCLB: 1)	CATE Director, Counselor(s), Principal	January 2016	(F)Carl Perkins CTE Funds (SSA Member), (S)Career and Technology Funds	Summative - # of students registered for CTE/Ag Summative: 2% increase in completion rate and 5% increase in student performance on state administered tests
20. Continue to enhance CTE course hands-on learning by using the horticulture lab and print shop (Title I SW: 10) (Target Group: CTE) (NCLB: 5)	Principal, Superintendent(s)	January 2016	(F)Carl Perkins CTE Funds (SSA Member), (S)Career and Technology Funds	Summative - # of students registered for CTE Summative: 2 % increase in completion rate and 5% increase in student performance on state administered tests

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
21. Provide computer and software for struggling students, including struggling readers, to use in ISS to make-up work missed while out of classroom. (Title I SW: 1) (Target Group: AtRisk) (NCLB: 4)	Principal	January 2016	(L)Local Funds - \$1,000	Summative - 6-weeks grades and semester passing rate Summative: 5% increase in student performance on state administered tests
22. Reward positive behavior at Middle School with Principal's 200 Club and award ceremony each 6- weeks to promote positive parental involvement and improved student behavior resulting in less missed classroom time. (Title I SW: 6) (Target Group: All, AtRisk) (NCLB: 4)	Principal	January 2016	(L)Local Funds - \$2,000	Summative - 6 weeks review of discipline referrals - number and offense Summative: 5% decrease in total number of discipline referrals for school year

# WASKOM ISD

**Goal 3.** Waskom ISD will continue to provide a safe and secure environment for all students so they can achieve their maximum potential.

**Objective 1.** By the spring of 2016, Waskom ISD will provide a safe and secure environment by implementing strategies to decrease substance abuse among students, reduce violence in school and increase community and parental involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct "Red Ribbon Week" activities (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s)	January 2016	(O)Local District - \$500	Summative - list of activities extent of participation Summative: Decrease in number of discipline referrals
2. Continue Staffing Waskom ISD Police Department (Title I SW: 1) (Target Group: All) (NCLB: 4)	Superintendent(s)	January 2016	(L)Local Funds - \$45,000	Summative - Monthly incident reports to principal Summative: 1% decrease in incidents
3. Provide staff development about "Blood Borne Pathogens" and safety (NCLB: 4)	School Nurse	January 2016	(L)Local Funds - \$250	Summative - Presentation evaluation Summative: 100% of staff following safety procedures
4. Conduct drug testing of randomly selected extra-curricular participants, including athletes, at middle school and high school (NCLB: 4)	Athletic Director, Principal, School Nurse	January 2016	(L)Local Funds - \$500	Summative - Feedback from parents and students Summative: Drug test reports reflect no illegal use of drugs
5. Continue school counseling program and add middle school counselor (NCLB: 4)	Counselor(s)	January 2016	(L)Local Funds - \$40,000	Summative - Number of student services/ contacts Summative: Increase in graduation rate and decrease in number of students dropping out
6. Conduct Back to School Night for Pre-K to 12 grades (Title I SW: 6) (Target Group: All) (NCLB: 1)	Principal	January 2016	(L)Local Funds - \$1,500	Summative - Sign-in logs Summative: 1% increase in parent participation and in student performance on state assessments
7. Participate in Harrison County Boot Camp (NCLB: 4)	Principal	January 2016	(L)Local Funds - \$2,223	Summative - Feedback - Marshall ISD Boot Camp Summative: 5% decrease in discipline referrals
8. Participate in Early Saver Club Elem School	Core Subject Teachers	January 2016	(L)Student Feedback	Summative - inform students and parents of opportunity Summative: Number of participating students

# WASKOM ISD

**Goal 3.** Waskom ISD will continue to provide a safe and secure environment for all students so they can achieve their maximum potential.

**Objective 1.** By the spring of 2016, Waskom ISD will provide a safe and secure environment by implementing strategies to decrease substance abuse among students, reduce violence in school and increase community and parental involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Provide staff development for First Aid and CPR Training	School Nurse	January 2016	(L)Local Funds - \$700	Summative - Inform staff of opportunity Summative: Sign-in sheets
10. Provide LPAC Training with LEP Parents / Host parent nights especially designed for LEP parents (Title I SW: 6) (Target Group: ESL, LEP) (NCLB: 2)	Assistant Principal(s), Core Subject Teachers	January 2016	(F)Title III Bilingual / ESL (SSA Member), (L)Local Funds - \$1,000, (O)ESC 7, (S)Bilingual Education Allotment	Summative - announcements of events Summative: Sign in sheets
11. Post school news (district wide)on the internet web site and on campus marquee, calendars. Post 2 working days prior to events. (Title I SW: 6)	Director of Technology	January 2016	(F)No Cost	Summative - monitor postings Summative: 5 percent increase in parent involvement
12. Provide parent education through College and Career Readiness (Title I SW: 6) (Target Group: All) (NCLB: 5)	Counselor(s)	January 2016	(F)No Cost	Summative - Announcements Summative: Sign in sheets
13. Continue established Crisis Prevention Plan Committee (Title I SW: 4) (Target Group: All) (NCLB: 4)	Superintendent(s)	January 2016	(F)No Cost	Summative - Agenda/sign-in sheets Summative: committee reports reflect decrease in safety issues/concerns
14. Continue to provide/use parent involvement resources (examples: Parent Portal, newsletters) (Title I SW: 6) (Target Group: All) (NCLB: 5)	Curriculum Director, Director of Technology	January 2016	(F)No Cost	Summative - announcements/information about resources Summative: 1% increase in parent participation
15. Provide professional development to increase awareness and knowledge of bullying prevention. (Target Group: All) (NCLB: 4)	Principal	January 2016	(F)Title IIA Principal and Teacher Improvement	Summative - sign-in sheets Summative: bullying incident documentation with counselor
16. Use Blackboard Connect to reach parents and other groups in multiple ways such as text, email, phone message, and social media (Title I SW: 6) (Target Group: All) (NCLB: 5)	Director of Technology, Principal, Teacher(s)	May 2016	(L)Local Funds - \$8,000	Summative - Summative: Monitor Blackboard Connect Usage

# WASKOM ISD

**Goal 4.** Waskom ISD will continue to provide technology as a tool so that all students can achieve their maximum potential and exceed state and federal standards.

**Objective 1.** By spring of 2016, the students and staff will have awareness and training in technology applications.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue technology training for staff and provide mentors for technology training. (Title I SW: 4) (NCLB: 3)	Curriculum Director, Director of Technology, Principal	January 2016	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in Sheets Summative: Principal observations of technology integration in instruction
2. Continue technology task force	Curriculum Director, Director of Technology, Superintendent(s)	January 2016	(L)Local Funds - \$100,000	Summative - meeting agenda Summative: technology plan for implementation
3. Maintain technology operations	Director of Technology, Superintendent(s)	January 2016	(L)Local Funds - \$20,000	Summative - work schedule Summative: technology needs assessment
4. Provide Gradebook Program training for staff	Director of Technology	January 2016	(F)Title I, (F)Title IIA Principal and Teacher Improvement	Summative - teacher feedback Summative: Number of teachers using program
5. Promote and encourage career decision making (Target Group: All) (NCLB: 5)	Counselor(s), Curriculum Director	January 2016	(F)Carl Perkins CTE Funds (SSA Member), (S)Career and Technology Funds	Summative - monitor opportunities provided each 6 weeks Summative: All 8th - 10th grade participate in career planning
6. Conduct financial aid and Higher ed admission meetings for parents (Title I SW: 1,6) (NCLB: 5)	Counselor(s), Principal	June 2016	(L)Local Funds - \$500	Summative - Schedule of info distributed and Number of participants Summative: Number of students continuing in higher ed
7. Attend workshops for career guidance planning and counselors (NCLB: 5)	Counselor(s), Curriculum Director, Principal	January 2016	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (O)ESC 7	Summative - list of workshops available Summative: number of workshops attended
8. Provide teachers with training and access to PDAS online, DMAC Solutions, and various technology training modules (Title I SW: 1,8) (Target Group: All) (NCLB: 1,2)	Curriculum Director	January 2016	(F)Title I	Summative - number of teachers trained in use Summative: document use of data management software

# WASKOM ISD

**Goal 4.** Waskom ISD will continue to provide technology as a tool so that all students can achieve their maximum potential and exceed state and federal standards.

**Objective 1.** By spring of 2016, the students and staff will have awareness and training in technology applications.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Provide teachers with United Streaming/Discovery Education access (Target Group: All)	Curriculum Director, Director of Technology	January 2016	(F)Title I	Summative - number of participants trained Summative: principal observation reports of usage
10. Provide online resources to enhance CTE, expanding use of technology in CTE courses (Title I SW: 1) (Target Group: CTE) (NCLB: 5)	CATE Director	January 2016	(F)Carl Perkins CTE Funds (SSA Member), (S)Career and Technology Funds, (S)Instructional Materials Allotment	Summative - # of students taking CTE courses Summative: 5% increase in student performance on state administered tests
11. Provide internet capable devices for student use at home (Title I SW: 6,9,10) (Target Group: All, ECD) (NCLB: 5)	Curriculum Director, Director of Technology, Principal, Superintendent(s), Teacher(s)	May 2016	(S)Technology Lending Program Grant	Summative - Summative: Lending Student Sign-Up Sheets
12. Use Blackboard Connect to reach parents and other educational groups like campus staff in multiple ways such as text, email, phone message, and social media (Title I SW: 6,9,10) (Target Group: All) (NCLB: 4)	Director of Technology, Principal, Superintendent(s), Teacher(s)	May 2016	(L)Local Funds - \$8,000	Summative - Summative: Monitor Blackboard Connect Usage

# WASKOM ISD

**Goal 5.** Waskom ISD will continue to provide a quality education for all students by meeting NCLB Highly Qualified standards.

**Objective 1.** By the spring of 2016, all core teachers at Waskom ISD will meet the NCLB Highly Qualified Standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training to campus administrators on H.Q. qualifications and rules (Title I SW: 1,3) (NCLB: 3)	Curriculum Director	January 2016	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (O)ESC 7	Summative - Sign in Sheets Summative: 100% HQ
2. Provide professional development for CORE academic teachers (Title I SW: 3,4) (NCLB: 3)	Curriculum Director	January 2016	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets Summative: Staff development records
3. Provide funds for testing and certification fees for teachers and paraprofessionals not meeting Highly Qualified (Title I SW: 3,4) (Target Group: All) (NCLB: 3)	Curriculum Director	January 2016	(F)Title I, (F)Title IIA Principal and Teacher Improvement	Summative - monitor registration Summative: Certificates and personnel records show 100% HQ status
4. Participate in Region 7 ESC Personnel Services Co-Op and Search Soft online application to Recruit HQ Teachers (Title I SW: 3) (NCLB: 3)	Curriculum Director, Principal, Superintendent(s)	January 2016	(F)Title I, (O)ESC 7	Summative - feedback from principals and superintendent Summative: increase in the number of highly qualified teachers hired
5. Attend college educational career fairs in an effort to recruit HQ instructors (Title I SW: 5) (Target Group: All) (NCLB: 3)	Curriculum Director, Principal, Superintendent(s)	June 2016	(F)Title IIA Principal and Teacher Improvement - \$500	Summative - Summative: Registration Records