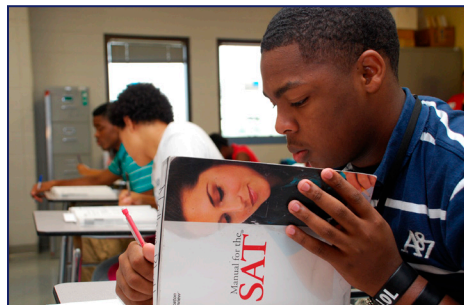


WEST ORANGE - COVE

CONSOLIDATED INDEPENDENT SCHOOL DISTRICT



Nestled within the communities of West Orange, Pinehurst, and Orange, West Orange - Cove CISD provides students with an outstanding foundation, as well as, preparation for success in college, technical school, and life. Students at our five campuses enjoy a great tradition of excellence in academics, fine arts, athletics, and career and technology education.

North Early Learning Center
801 Cordrey / 409-882-5434

West Orange - Stark Elementary
2605 MLK / 409-882-5630

West Orange - Stark Middle
1402 W. Green Ave. / 409-882-5520

West Orange - Stark High
1400 Newton / 409-882-5570

West Orange - Stark
Academic Alternative Center
902 W. Park / 409-882-5424

www.woccisd.net

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SUPERINTENDENT OVERVIEW

“One is too small a number to achieve greatness.”

John C. Maxwell

SUPERINTENDENT OVERVIEW



I. 2014-2015 Enrollment and Attendance

Campus	Enrollment	Attendance
North Early Learning	270	92%
Elementary	1079	94%
Middle	474	94%
High	542	93%
District	2365	94%

2015-2016 Attendance Goal - 95%

II. Employment Data

Campus / Department	Employees
Administration	13
Business Office	7
Food Service	2
Maintenance	16
Middle School	61
North Early Learning	54
Special Education	9
Technology	4
Transportation	32
WO-S Elementary	119
WO-S High	90
Total	410

III. Accountability

- District continues work with WRM Development through providing training for all CILT teams and integration of concepts into Campus Improvement Plans. (1 & 6)*

*Numbers referenced within parenthesis reference District Goals.

2015 Accountability

	Index 1			Index 2			Index 3			Index 4			Met Standard
Standard	60			District: 20 Elementary: 30 Middle: 28 High School: 15			District: 28 Elementary: 28 Middle School: 27 High School: 31			District: 57 Elementary: 12 Middle School: 13 High School: 57			
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015	
District	56	60	66	33	33	34	55	33	35	84	59	73	YES
Elementary	51	51	60	38	37	47	50	26	31	NA	12	23	YES
Middle	61	65	67	43	34	30	51	35	38	NA	25	18	YES
High	57	67	69	17	NA	19	56	38	38	84	60	73	YES

- Members of the District Leadership Team participated in the Texas Alliance of Black School Educators Summer Retreat to share and promote best practices. (6)
- An Administrative Handbook featuring the District Vision, Curriculum Philosophy, and departmental resources was developed and distributed to all WOCCISD administrators. (1, 2, 3, & 6)
- District Strategic Planning Committee meets for long term planning on September 14, 15, and 22 and 24, 2015. (All)
- Customer Service Orientation is being selected/developed and will be provided to staff members. (5)
- The District is investigating offering Accelerated Reading programs at all campus levels. (1)
- Additionally, we are examining mechanisms to enhance our curriculum. (1 & 2)
- Locally, our team is broadening relationships with local businesses to ensure that our students are receiving instruction that will make them marketable in the workforce. (2)
- I am currently attending the Lamar Superintendent Academy. (6)

IV. Budget

- The District Finance Director and I participated in a Summer Finance Institute. (3)
- On June 22, 2015, the West Orange - Cove CISD Board of Trustees adopted a Balanced Budget. (3)
Revenue: \$29,115,247
Expenditure: \$28,913,739
- School Health and Related Services (SHARS) reimbursement increased 30 percent. This cooperative effort between TEA and Health and Human Services allows local school districts to obtain Medicaid reimbursement for certain health-related services documented in a student's Individualized Education Program (IEP). (3)
- An independent audit review of our budgeting processes and procedures is ongoing to ensure the proper handling of district funds. (3)
- Additionally, a Human Resources Audit of our hiring practices

2015-2016

Board of Trustees

X. Board Relationships

- Participated together in Team of 8 Training
- Reviewed and updated Board Operating Procedures
- Attended Summer Leadership Training
- Conducted local orientation for new Board members
- Conducted one-on-one luncheons with each Board Member
- Meet once a month with Board President to discuss agenda items prior to Board Meetings
- Communicate weekly with all Board members via weekly newsletter



- and accompanying procedures to attract and retain staff is also ongoing. (6)
- Staffing Guidelines are currently being identified to ensure that we are being as efficient as possible with our personnel. (6)
- A Policy Audit will be conducted in June 2016 to ensure that our policies match the practices that are occurring within the District.

V. Budget Obstacles

- Currently West Orange - Cove CISD provides taxpayers with a 20 percent Board Approved Homestead Exemption. This November, voters will be able to choose to receive an additional \$10,000 above the currently allowed exemption. The current budget reflects the original 20% allowance and does not allow for additional exemptions.

VI. Staffing Issues

- The ability to maximize the potential of our staff is limited by:
- 29% turnover rate
 - Difficulties of hiring certified teachers
 - Salary schedule
 - Lack of ability to give raises
 - Staff attendance and substitute rates

VII. Marketing

- Upon entry to District, an introductory Video Message for parents was posted on our website and social media. (5)
- All District Stakeholders were invited to "Coffee & Conversation" with the Superintendent. (5)
- I hosted a Media Luncheon with local print and broadcast reporters. (5)
- I am also writing a monthly editorial column in *The Orange Leader*. (5)
- Students, staff are recognized at monthly Board Meetings. (5)
- A full-page advertisement will appear in Orange County Economic Development Magazine (See last page, this document) in Fall of 2015. (5)

- Promotional video was prepared and presented at Convocation: "WOCCISD, This is What We Do" (5)
- Promotional t-shirts with the District theme were distributed to staff. (5)
- Business partners participated at convocation to promote staff appreciation. (5)
- District participated in Back to School Orange County. (5)
- I have recently accepted an invitation to serve as a member of the Board of Directors, Orange Area Chamber of Commerce. (5)
- Currently in production of a Shop Orange County advertising campaign commercial (:30, will run in local broadcast media, Fall 2015) (5)
- Promotional fliers have been distributed to local realtors, hotels, and Chamber of Commerce. (5)
- District has set an additional goal of billboard advertising, budget allowing.

VIII. Special Education

- Additional staff training is needed.
- Litigation is continuing (at least \$95,000 to date).
- Additional staff is required to meet compliance requirements.

IX. Facilities Updates

- Most district facilities are in good condition.
- Preventative maintenance calendars have been established. (4)
- Updates are needed in the following areas:
 - Middle School Football Stadium
 - High School Stadium
 - Technology
 - ♦Teacher /classroom
 - ♦Accessibility for Students
- District's goal is to sell or lease unused properties.
- We are currently researching an alternative/ emergency exit from the WO-S Elementary campus. (4)