

2011-2012

# Aubrey Independent School



# District Improvement Plan

# Aubrey's District Site Based Decision-Making Team



**Address:** 415 Tisdell, Aubrey, Texas 76227  
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## District Improvement Team Members:

Dr. James Monaco	Superintendent
Debby Sanders, Assistant Superintendent	Non-Teaching Professional
Terrie McNabb, Director of Special Programs	Non-Teaching Professional
Delore Jones, Middle School Principal	Non-Teaching Professional
Jeff Mulkey, High school Principal	Non-Teaching Professional
Jana Lowman, Monaco Elementary Principal	Non-Teaching Professional
Connie Lott, Brockett Elementary Principal	Non-Teaching Professional
Karen Wright, Student Support Services	Non-Teaching Professional
Angela Hellman, PreK Coordinator, Monaco Elem.	Non-Teaching Professional
Jona Gillum, Counselor, Middle	Non-Teaching Professional
Ray Sedge, Technology	Non-Teaching Professional
Richard Gardner, Dean of Students	Non-Teaching Professional
Dusty Wright, Counselor Monaco	Non-Teaching Professional
Tina Milacek, Counselor Brockett	Non-Teaching Professional
Sherry Adams, High	Parent
Michael Starling, Middle	Parent
Dru Gruetzmacher, Brockett Elementary	Parent
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Mendy Morgan, Brockett Elementary	Parent
Kelley Bowhay, Monaco Elementary	Parent
Francis Carter, Brockett Elem	Community Member
Dave Ketcher, High	Community Member
Gregory Hollar	Business Member
Jamie Noles, High	Teacher
Tracey Yarbrough, Ag. Science, High	Teacher
Marissa Cabrales, Math, High	Teacher
Robert Garza, Spanish, High	Teacher
Donald Gipson, Theater, High	Teacher
John Vice, English, High	Teacher
Penny Wimbrough, Science, High	Teacher
Laressa Anderson, Middle	Teacher
Dennis Firth, 8th Grade Social Studies, Middle	Teacher

Robyn Leslie, 7 <sup>th</sup> Grade Science, Middle	Teacher
Dana Reding, Technology, Middle	Teacher
Tippie Philipp, 6 <sup>th</sup> Grade LA	Teacher
Chris Davis, Middle	Teacher
Dianah McCall, Middle	Teacher
Jennifer Tullis, Middle	Teacher
Vicky McDowell, KG Monaco	Teacher
Amy Torres, 1 <sup>st</sup> Grade, Monaco	Teacher
Lecianna Crowder, KG Monaco	Teacher
Ron Gregory, Computer, Monaco	Teacher
Joanie Rouk, 5 <sup>th</sup> Grade, Monaco	Teacher
Tonya Crisp, 2 <sup>nd</sup> Grade, Monaco	Teacher
Jody Dickson, 3 <sup>rd</sup> Grade, Monaco	Teacher
Jennifer Rowland, 4 <sup>th</sup> Grade, Brockett	Teacher
Stacy Davis, ESL, Brockett	Teacher
Dana Fikes, 4 <sup>th</sup> Grade, Brockett	Teacher
Diane Forester, KG, Brockett	Teacher
Kim Parker, 2 <sup>nd</sup> Grade, Brockett	Teacher
Carol Wooley, SpEd, Brockett	Teacher

# *Part I: Our Profile*



## **A. Executive Summary**

### **Introduction:**

In this section of our school improvement plan an overview of student performance data, student and community demographic data, school characteristics, and stakeholder perspectives on the quality of education are provided.

### **Student Performance Data**

The student performance data collected for the Profile is summarized in Tables 1-5.

State Measures for grades 3-Exit at Aubrey ISD. (See Table 1) The percentages of our students meeting the state standards in the spring of 2011 were as follows.

97 % of all students passed reading/English language arts

95 % of all students passed mathematics

98 % of all students passed writing

98 % of all students passed social studies

95 % of all students passed science

The State of Texas requires a reading assessment to be administered each year. During the 2010-2011 school years, the Texas Primary Reading Inventory was administered to grades K, 1, and 2. (See Table 3)

### **1. Student and Community Demographic Data**

The total enrollment of Aubrey ISD is 1882.

The subpopulation breakdown is as follows:

77.9% White	1.0% Native American
16.9 % Hispanic	5.3% LEP (Limited English Proficient)
3.5% African American	30.7 % Economically Disadvantaged
0.4 % Asian	0.9% Other

### **2. School Characteristics**

Aubrey ISD is a public, rural school. It includes four campuses: Aubrey High School built in 1998 with an enrollment of 431, Aubrey Middle School built in 2005 with an enrollment of 386, Monaco Elementary School built in 2008 with an enrollment of 358, and Brockett Elementary School built in 1986 with an enrollment of 511.

## **B. Needs Assessment**

Table 1: State District Comprehensive Needs Assessment

Table 2: Gold Performance Acknowledgement

Table 3: Elementary Texas Primary Reading Inventory Results

**Table 1: State District Comprehensive Needs Assessment**

<b>Reading/ELA</b>	State	2011	2010	2009	2008	2007	2006	2005
All Students	90	97	97	98	97	96	96	93
African American	86	84	85	99	*	*	*	*
Hispanic	87	93	94	96	92	94	89	84
White	95	97	98	99	98	96	97	94
Economically Dis	80	93	98	96	93	92	88	85
<b>Writing</b>	State	2011	2010	2009	2008	2007	2006	2005
All Students	92	98	97	97	97	99	96	93
African American	89	100						
Hispanic	91	95	91	99	96	95	93	88
White	94	99	97	97	97	100	96	94
Economically Dis	90	95	91	96	94	97	100	90
<b>Math</b>	State	2011	2010	2009	2008	2007	2006	2005
All Students	84	95	94	95	92	89	88	85
African American	75	74	82	91	*	*	*	*
Hispanic	81	93	93	92	86	84	77	68
White	91	94	95	96	94	90	90	87
Economically Dis	79	90	92	92	87	82	79	73
<b>Science</b>	State	2011	2010	2009	2008	2007	2006	2005
All Students	83	95	94	91	92	88	88	82
African American	74	92	90	87	*	*	*	*
Hispanic	78	84	97	78	80	70	67	72
White	92	96	95	94	94	91	92	83
Economically Dis	76	88	91	82	81	73	64	76

**Table 1: State District Comprehensive Needs Assessment (cont.)**

<b>Social Studies</b>	State	2011	2010	2009	2008	2007	2006	2005
All Students	95	98	98	98	98	96	97	93
African American	92	100	99	99	*	*	*	*
Hispanic	94	93	96	95	95	93	86	67
White	98	98	99	99	98	97	98	96
Economically Dis	93	93	96	96	96	89	88	83
<b>Completion Rate (9-12)</b>	State	2011	2010	2009	2008	2007	2006	2005
All Students	91.4		92.9	92.2	97.5	96.3	98.8	98.6
African American	87.2							
Hispanic	89.1		81.8	92.3	100	100	100	100
White	95.1		94	91.8	97.2	95.6	98.6	98.4
Economically Dis	91.1		89.5	80.0	100	100	100	100
<b>ELL Progress Indicator</b>	State	2011	2010					
Reading/ELA	80	90	88					

**Table 2: Gold Performance Acknowledgements**

**Adv. Course/Dual Enrollment  
Completion (2008-2009)**

	Aubrey	Aubrey	Aubrey	Aubrey	Aubrey	Aubrey
State	2009	2008	2007	2006	2005	
All Students	21.0	15.9	17.9	19.8	21.7	
Hispanic	10.3	12.9	8.6	*	16.3	
White	22.5	17.1	19.9	21.7	22.8	
Eco Dis	9.7	4.6	4.4	4.2	17	

**Attendance Rate (2008-09)**

State	2009	2008	2007	2006	2005
All Students	96.5	96.0	96.2	96.5	96.2
Hispanic	97.3	96.7	96.4	97.1	96.6
White	96.3	95.9	96.2	96.4	96.1
Eco Dis	96.5	96.0	95.9	95.8	95.4

**Commended on Reading/ELA**

State	2011	2010	2009	2008	2007	2006
All Students	33	47	49	44	48	42
Hispanic		45	34	39	28	30
White		50	47	50	44	41
Eco Dis	23	35	39	30	34	26

**Commended on Writing**

State	2010	2009	2008	2007	2006
All Students	46	44	46	52	48
Hispanic	32	38	40	63	40
White	47	44	46	50	49
Eco Dis	43	33	37	29	52



**Table 2: Gold Performance Acknowledgements (cont.)**

<b>Commended on Math</b>	State	2011	2010	2009	2008	2007	2006
All Students	29	37	41	43	48	33	27
Hispanic			32	36	39	29	18
White			43	45	50	35	28
Eco Dis	21	29	29	34	37	23	14
<b>Commended on Science</b>	State		2010	2009	2008	2007	2006
All Students			40	36	36	28	19
Hispanic			37	26	26	20	15
White			40	40	40	30	20
Eco Dis			31	26	26	15	9
<b>Commended on Social Studies</b>	State		2010	2009	2008	2007	2006
All Students			59	59	59	50	38
Hispanic			43	32	32	21	38
White			62	66	66	53	38
Eco Dis			49	45	45	14	27
<b>RSHP/DAP Graduates (2009)</b>	State		2008	2008	2007	2006	2005
All Students			86	80.3	81.7	74	73.8
Hispanic			75	76.9	*	66.7	62.5
White			86.5	80.0	81.2	75.4	75
Eco Dis			56.3	62.5	66.7	70	80

**Table 2: Gold Performance Acknowledgement (cont.)****SAT/ACT Results (2009)**

<b>Percent Taking SAT/ACT</b>	State	2009	2008	2007	2006	2005
All Students		64.9	63.8	62.5	65	69
Hispanic		28.6	41.7	*	25	50
White		66.7	70.4	65.0	64.8	71.4

**Met Criteria for SAT/ACT**

	State	2009	2008	2007	2006	2005
All Students		32.0	31.8	35	25.6	14.3
Hispanic		*	20.0	*	0	0
White		34.1	34.2	33.3	20	15.6

**Texas Success Initiative**

<b>ELA</b>	State	2010	2009	2008	2007	2006
All Students		72	79	63	72	37
Hispanic		78	65	14	54	20
White		73	81	69	76	38
Economically Dis		74	57	29	50	17

**Texas Success Initiative**

<b>Math</b>	State	2010	2009	2008	2007	2006
All Students		85	91	71	73	68
Hispanic		67	80	29	69	33
White		90	92	76	74	72
Economically Dis		74	80	38	60	33

**Table 2: Gold Performance Acknowledgement (cont.)**

<b>College Ready Graduates (2009)</b>	State	2009	2008	2007
All Students		61	59	39
Hispanic		29	36	*
White		67	64	39
Eco Dis		27	20	40

**Table 3: Texas Primary Reading Inventory**

	2011 Brockett	2011 Monaco	2010 Brockett	2010 Monaco	2009 Brockett	2009 Monaco	2008	2007
<b>Kindergarten</b>								
1 – Rhyming	91	93	96	99	87	92	92	88
2 – Blending Word Parts	94	97	92	97	83	89	83	82
3 – Blending Phonemes	94	96	92	96	80	85	81	79
4 – Detecting Initial Sounds	79	80	76	91	51	75	64	61
5 – Detecting Final Sounds	45	61	35	73	32	65	47	48
6 – Letter Name Identification	99	99	98	99	97	98	97	97
7 – Letter to Sound Linking	98	99	95	99	94	98	92	96
Listening Comprehension	84	83	78	75	64	67	64	68
<b>First Grade</b>								
1 – Blending Word Parts	100	100	99	97	100	98	98	97
2 – Blending Phonemes	99	99	95	91	95	92	96	94
3 – Detecting Initial Sounds	97	97	72	72	67	66	55	59
4 – Detecting Final Sounds	94	92	66	67	62	62	52	55
5 – Initial Consonant Substitution	100	100	100	98	100	98	98	98
6 – Final Consonant Substitution	100	100	99	97	100	96	98	98
7 – Medial Vowel Substitution	99	100	98	93	98	92	98	98
8 – Initial Blend Substitution	96	100	87	90	92	82	92	89
9 – Final Blend Substitution	94	96	85	84	88	82	88	85
Fluency (>=60)	71	75	51	66	50	66	52	55
Reading Comprehension	91	89	91	86	76	90	87	82



## Assessment of the Current Situation

### Comprehensive Needs Assessment

<b>Data Sources Reviewed:</b>			
<ul style="list-style-type: none"> <li><b>Enrollment data for 3 years, PEIMS demographics, promotion/retention rates, grade books, SAT/ACT/PSAT scores, state assessment data/TAKS, EOC, TELPAS/ESL data, TRA/TPRI/DRA, job satisfaction surveys, drug surveys, parent surveys, DAEP/ISS Reports, Discipline Records, Attendance Records, Safety items/SRO/Audit/Drills, Staff Attendance Records, Teacher Certification/Qualification DATA, Standards-Based Curriculum, Scope and Sequence, Enrichment Course, GT Evaluation, SST Evaluation, Collaborative Horizontal and Vertical Team Alignment Processes, DMAC/Eduphoria/CSCOPE, Common Benchmark Assessments and/or Other Assessments, Parent Training Sessions, Parent Involvement Surveys, Parent Communications, PBMAS, Decision-Making Processes, Master Schedule, Counselor Evaluations, Program Support Services, Student Support Services, Technology Audit, Technology Work Orders, Technology Policies and Procedures, Assessment of Technology Skills for students and staff</b></li> </ul>			
<b>Area Reviewed</b>	<b>Summary of Strengths</b> What were the identified strengths?	<b>Summary of Needs</b> What were the identified needs?	<b>Priorities</b> What are the priorities for the campus, including how federal and state program funds will be used?
<b>Demographics</b>	Stable student enrollment, Special Education rate has decreased slightly over past 3 years, Campus consistency with special programs	Reduce special education percentage, Continue to find alternative graduation plans for at risk students	Continue to find alternative graduation plans for at risk students, reduce special education percentages
<b>Student Achievement</b>	87% graduated recommended or distinguished, SAT & ACT above most state and national averages, high school has reduced failure rates across classes since 2008-MS has a low failure rate, HS and MS social studies scores, tutoring opportunities; students are meeting state standards on TAKS; higher expectations were set for TPRI/DRA with regards to fluency	Continue to monitor graduation of at risk students to keep dropout rate low, reduce the number of students graduating on minimum graduation plan, female scores for SAT lower than males, males lower in ACT, Hispanic scores for ACT are low, review failure rates at transitional years of 6 <sup>th</sup> and 9 <sup>th</sup> grade, increase commended percentages especially for sub pops, increase End of	Continue to monitor graduation of at risk students, increase EOC scores at high school level, increase commended percentages especially for sub pops for TAKS and for other standardized tests, reduce the number of students graduating on a minimum graduation plan, review failure rates at transitional years of 6 <sup>th</sup> and 9 <sup>th</sup> grade. Work with economically disadvantaged students in all areas; provide specific intensive instruction for the ESL/ELL student in all grade levels; identify “bubble”

<b>Student Achievement (continued)</b>	<p>and comprehension; fluency rates for grades 1-2 were increased; low failure rate at elementary schools</p>	<p>Course scores at high school level, working with economically disadvantaged students in all areas, increase SAT participation, especially with economically disadvantaged; ESL/ELL students need more intensive instruction to meet the high expectations; increase commended performance in 4<sup>th</sup> grade writing; data is needed longitudinally; bring up commended performance; science commended scores at the high school level need to come up</p>	<p>kids based on previous year performance and create instruction that will challenge them to reach the next level – thereby increasing commended performance; continue to use the data to drive instruction throughout the school year; identify the objectives from previous data that we are weaker on state assessments and let it guide the instruction; longitudinal data needed</p>
<b>School Culture and Climate</b>	<p>Large percentage of staff and parents satisfied, surveys show most students feel safe, drug use is always a concern, but is still low</p>	<p>DATA: consistent way of tracking discipline consolidated data and for each school; training for teachers, parents, students on transition issues (6<sup>th</sup> &amp; 9<sup>th</sup> grade); get parents involved – they are not sure how to help; continue drug, alcohol awareness programs; look into a variety of extra-curricular academic activities (i.e. after school)</p>	<p>Training for teachers, parents, students on transition issues (6<sup>th</sup> &amp; 9<sup>th</sup> grade); DATA: Getting more input as to how students feel; Continue Drug, Alcohol Awareness programs; Parent Involvement; Extra-curricular academic activities</p>
<b>Staff Quality/ Professional Development</b>	<p>All teachers are Highly Qualified to teach their assigned areas; several teachers have many years of experience; professional development and support for teachers; turnover rate is low; data disaggregation to impact teachers and students</p>	<p>Reduce the number of teacher absences across the district; student course failures; reduce the dropout rates for sub pops; evaluate the “whole” teacher and remember to use all data throughout the year; consistency and focus on long term objectives district and campus-wide</p>	<p>Teacher absences – find creative ways to cover classes rather than using subs in every case; dropout rates for sub pops; student course failures should be more in line with TAKS standards-with so many students meeting passing standards on TAKS – why do we continue to have so many failures; open communication between administrators and teachers that is supportive</p>

<b>Family and Community Involvement</b> <b>Family and Community Involvement</b>	Weekly communications at elementary schools, booster clubs very strong and helpful, Aubrey Education Foundation, Involvement of various groups and organizations in community events – peanut festival, parades, etc.	Keep updated webpages – lesson plans need to be available online for parents, updated parent portals, communication to parents with limited English skills – make Rosetta Stone available to teachers	Updated parent portals, updated lesson plans on webpages, communication to parents with limited English proficiency – Rosetta Stone
<b>School Context and Organization</b>	Support programs; high expectations	Business people from the community; more parent involvement	Get input from business people from the community; make parent survey easier to access during parent conferences
<b>Technology</b>	Efficiency for completion of work orders; software programs currently being used on campuses are effective; communication via email and QC is responsive and supportive	Computer-student ratio needs to increase; software that addresses our sub pops more specifically with progress monitoring; more technology available to teachers-Elmos/document cameras/smart boards; email communication between teacher and parent is sometimes difficult due to filter	Software to address the ESL/ELL specifically; email verification process to make it easier for parents and teachers to communicate without it going to spam; increase the number of computers available to students; training teachers how to utilize the software programs more effectively; assessing SPAM information from outside of the district – how can it be taken out of SPAM without coming to work?



## *Part II:*

# *Our Core Beliefs*



The purpose of the Aubrey Independent School District is the most important quest for our nation: to provide all students with a high-quality educational program that will prepare all youngsters for life in a fast-changing and complex world.

There is an intimate connection between the quality of life a youngster will enjoy and the quality of the educational systems attended. The Aubrey Independent School District will provide all of its students with an education program which will allow them to develop to their full potential intellectually, physically, and socially in order to be responsible citizens and contributing members of society.

The focus of the educational system must be on service and excellence. People in education must realize that they have the opportunity to enhance the lives of young people. This enhancement of life can only be found in a single word. The word is education. Therefore, inherent within this purpose is the belief that all students can learn and that school can make a difference in the lives of students. Providing an environment conducive to learning will do this and a well-balanced curriculum delivered by a highly qualified staff responsible for learning with an uncompromised **commitment to excellence.**

## ***Our Mission Statement***

The mission statement of Aubrey ISD is to provide an exemplary education to all students in a positive environment and to set high expectations for both students and teachers alike.

## ***Our Motto***

“A Great Place to Learn”



## *Goals of Aubrey ISD*

Goal 1: All students will maintain high standards and commitment to excellence in academic performance.



Goal 2: All members of the school community will be partners in the ongoing enhancement of the educational organization.

Goal 3: A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.

Goal 4: A school climate will be provided that is safe, orderly, and well-maintained.

# **Performance Objectives of Aubrey ISD**

## **Goal 1**

Objective 1: All student populations will achieve 90% mastery on all STAAR tests.

Objective 2: 65% of all eligible students will take ACT/SAT and score at or above state criteria.

Objective 3: All student populations will maintain 96.5 % attendance.

Objective 4: Dropout rate will be 0% for all student populations and completion rate will be at or above 95%.

## **Goal 2**

Objective 1: Develop and utilize a variety of strategies that are capable of reaching 100% of targeted parents and community members regarding student achievement, meetings, and training sessions.

Objective 2: Provide training to AISD parents and teachers.

Objective 3: Explore and expand school/community partnerships.

## **Goal 3**

Objective 1: All curriculums will be aligned to state content and performance standards.

Objective 2: 100% of staff will be trained to implement the guidelines of the Special Education process.

Objective.3: All student populations will be provided career awareness opportunities.

## **Goal 4**

Objective 1: All personnel will be provided staff development in identified areas.

Objective 2: AISD will update the Emergency Operations Plan.

Objective 3: AISD will ensure that a Date Violence Policy will be in place and implemented.

Objective 4: AISD will provide behavior management support systems for students.

Objective 5: AISD will provide a balanced budget using Education Job Funds.



*Part III:  
School Improvement Plan*



## Aubrey ISD District Improvement Plan 2011-2012

District Goal 1:	All students will maintain high standards and commitment to excellence in academic performance.						
Performance Objective 1:	All student populations will achieve 90% mastery on all STAAR tests.						
Summative Evaluation:	STAAR Results						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Give CSCOPE unit test in reading/ELA (3-11), Math (2-11), Writing (4-11), Science (5-11), and Social Studies (6-11).	TAKS		Principal Teachers	Sept. '11 - May '12	CSCOPE Program Local Funds (\$20,000)	Checked every 6 weeks	Reports through DMAC
2) Target Hispanic and Economically Disadvantaged students with instructional strategies, peer support groups and one-on-one tutoring.	TAKS	His. Eco.	Principals ESL Coord.	Aug. '11 - Apr. '12	Tutor Practice Materials	Checked every 3 weeks	Reports through DMAC Teacher Grades
3) Utilize Study Island to meet the needs of struggling students in math and science.	TAKS	ECO AR HIS	Principals Teachers	Oct. '11 - May '12	Local Funds (\$10,000) Tutor Program	Progress Reports; Benchmark assessments	Benchmark results; Screening/ Assessments

Special Populations (Sp. Pop.): GT = Gifted and Talented, ESL = English as a Second Language, AR = At-Risk, SE = Special Education, EOC = Economically Disadvantaged

## Aubrey ISD District Improvement Plan 2011-2012

District Goal 1:	All students will maintain high standards and commitment to excellence in academic performance.						
Performance Objective 1: (cont.)	All student populations will achieve 90% mastery on all STAAR tests.						
Summative Evaluation:	STAAR Results						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
4. Provide extended learning opportunities for students not mastering curriculum:  a) Elementary – Tutorials during the day, Summer School, Extended day, Reading Recovery, Multi-Sensory Training b) Middle/High – Extended Day, Tutorials during the day, Accelerated Classes, Summer School	TAKS TPRI	ESL, Eco, His, AR Mig SE	Principals Counselors Teachers	Aug. '11 - July '12	Title I Funds (\$45,000) Local Funds (\$70,000) Paraprofessionals & Teachers SCE Funds (\$205,000) SCE FTEs (8.26) High School Allotment Funds (\$27,000) Title III Funds (\$9,732)	Failure reports (6 wks); Benchmark assessments;	Master schedule; Tutoring Schedules, STAAR Results Benchmark results
5. Continue to early identify students in need of assistance and continue intervention strategy.	TPRI Bench- marks	Eco, His, AR,	Principals Teachers	Aug '11, Sept. '11 Oct. '11 Nov. '11	Title I Funds (\$30,000) Local Funds (\$10,000)	Benchmarks, Nov.11-Jan 12 TPRI Jan 12	STAAR Results TPRI May 12 Schedules of Tutoring

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 1:	All students will maintain high standards and commitment to excellence in academic performance.						
Performance Objective 1: (cont.)	All student populations will achieve 90% mastery on all STAAR tests.						
Summative Evaluation:	TAKS Results						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
6. Provide intensive instructional support to identified at-risk students. <ul style="list-style-type: none"> <li>Employ instructional aides, enabling certified Pre-K , K, and Inc. teachers to work more closely with students.</li> <li>Provide CM/Inc. for 504/at-risk students.</li> <li>Provide a certified teacher in DAEP.</li> </ul>	TAKS TPRI SST	AR ESL	Assist-Super Principals	Aug. '11	SCE Funds (\$136,400) SCE FTE's (4.39) Local Funds (\$25,000)	AEIS data Retention rates Discipline reports	Campus report card, grade distribution reports, discipline records, master schedule
7. Provide extensive training to teachers new to AISD in essential elements of instruction and classroom management.	Discipline Records Grades		Staff Development Director	July. '11 – Jan. '12	Title II monies (\$37,209)	Observations – 5 per teacher	Discipline records, campus report cards, grade distributions

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 1:	All students will maintain high standards and commitment to excellence in academic performance.						
Performance Objective 2:	65% of all eligible students will take ACT/SAT and score at or above state criteria.						
Summative Evaluation:	AEIS Report and Student Transcripts						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Support opportunities for collaborative articulations between the High School and NCTC to offer students a variety of dual credit classes on the high school campus.	AEIS	GT	H.S. Counselor, Teachers	June '11 – Feb. '12	NCTC administration	End of Semester Reports; Student grade reports; Class schedule report	Concurrent credit report; Student schedules and transcripts
2. Improve percent of students achieving commended scores on STAAR and End of Course by providing extended learning opportunities.	AEIS	GT His Eco	Principals	Oct. '11 – May '12	Differentiated Curriculum	Benchmark Scores	AEIS Reports
3. Incorporate SAT/ACT/THEA practice problems within the curriculum.	AEIS Surveys	GT His Eco	Teachers Principal	Aug '11- May '11	Test Prep Materials	Class grades	Lesson Plans
4. Offer PLAN/EXPLORE or similar program for 8 <sup>th</sup> graders to assist in ACT/SAT prep	AEIS	GT His Eco	Counselor Teacher Principal	Dec. '11	Tests Counselors Students	Test Results	Counselors Evaluation

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 1:	All students will maintain high standards and commitment to excellence in academic performance.						
Performance Objective 3:	All student populations will maintain 96.5 % attendance.						
Summative Evaluation:	AEIS Report						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Maintain SRO in schools partnership to increase student attendance and to decrease discipline referrals.	Attend. Records Discipline Records	AR	Superintendent	Aug. '11 – May '12	Law enforcement personnel Local Funds (\$41,000)	Six weeks monitoring of attendance and discipline referral reports	Attendance Records; Discipline referral reports
2. Track student attendance and refer excessive absences to court system.	Attend. Records	AR	Principals SRO	Aug. '11 – May '12	SRO PEIMS Clerk County Program	Attendance Reports; Referral Letters	Referral Records Report
3. Send information home to parents about attendance requirements for optimum learning along with health prevention strategies.	Attend. Records	AR	Principals Nurse	2 <sup>nd</sup> 3 <sup>rd</sup> 5 <sup>th</sup>	Information on attendance and health prevention	Reports sent out every 6 weeks.	Copy of the reports sent out.
5. 4. Create an incentive program at all campuses to improve attendance. Improve methods to increase attendance rates, including but not limited to phone calls to parents, and rewards for good attendance.	Attenda nce Records	AR	Principals	Aug. '11 – May '12	Incentives	Six week attendance report	Attendance Records

Special Populations (Sp. Pop.): GT = Gifted and Talented, ESL = English as a Second Language, AR = At-Risk, SE = Special Education, EOC = Economically Disadvantaged



## Aubrey ISD District Improvement Plan 2011-2012

District Goal 1:	All students will maintain high standards and commitment to excellence in academic performance.						
Performance Objective 4:	Dropout rate will be 0% for all student populations and completion rate will be at or above 95%.						
Summative Evaluation:	AEIS Report – Dropout Records/Completion Rate						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Counsel and provide documentation for students who are failing.	Failure Records	AR	Principals Counselors Teachers	Sept. '11 – May '12 (end of each six wks.)	Failure List; Counselors Principals Teachers	Failure List	Schedule of Appt./Conf.
2. Conference with parents of students who are in danger of being retained or losing credit.	Failure Records	AR	Principals	Nov. '11 – March '12	Teachers Counselors	Failure List	Schedule of Appt./Conf.
3. Offer alternatives to dropping out of school such as the Linda Tutt Learning Center (AEA), Journey Program and campus Choice Program	Failure Records	AR	H.S. Principal	Aug. '11 – May '12	Teachers/Principal Summer School; Credit By Exam; Choice Program Local Funds (\$26,000) A+ Curriculum	Withdrawal Records	PEIMS Report
4. All HS students will meet with the principal/ assist. Principal/ counselor before withdrawing from school to drop out.	Failure Records AEIS	AR	Attendance Clerk at MS/HS	Aug. 11' - May '12	MS/HS Principal MS/HS Assistant Principal MS/HS Counselor	Withdrawal Records w/ signature of conference	Appointments Logs
5. Strive for more distinguished graduates.	Grad. Records	GT	Counselor	Aug. 11' - May '12	MS/HS Principal MS/HS Assistant Principal MS/HS Counselor	Number of Distinguished Graduates	Parent/Students Conferences with counselor/ principals

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 2:	All members of the school community will be partners in the ongoing enhancement of the educational organization.						
Performance Objective 1:	Develop and utilize a variety of strategies that are capable of reaching 100% of targeted parents and community members regarding student achievement, meetings, and training sessions.						
Summative Evaluation:	Surveys from parents and community and sign in sheets.						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Conduct parent conferences	Failure List	AR ESL	Teachers Principal	Nov. '11	Parents	Parents Attending Log	Parent Attendance
2. Publish and disseminate a district newsletter to promote – a. Student achievements both academic and non-academic. b. Calendar of events. c. Meeting and training information.	Parent Survey		Superintendent Principal Counselor Teachers Webmaster	ongoing	Local funds (\$6,000)	Website	Website
3. Conduct parent/community training and information meetings (ex. Middle School orientation; Meet the Teacher night; Grade level parent meetings, parent seminars)	Failure List	AR	Principals	Aug. '11 April '12	Teachers	Session Evaluation	Calendar; Session agendas
4. Conduct parent meetings at each campus to explain student eligibility and services provided by special programs including Special Ed., 504, GT, Dyslexia, ESL, At-Risk, Speech, CATE and Migrant.	TEA	SE GT ESL Mig AR	Principals	Oct. '11	Special Programs Teachers	Session evaluations Report to DEIC	Calendar agenda
5. Email communication between parents and school personnel.	Parent Survey		Principal Teacher Tech. Dept.	Ongoing	Email addresses Technology	Emails sent	Report on email sent out
6. Use the District website as a major point of information exchange between school and community.	Parent Survey		Technology Director	Aug. '11 – Aug '12	Information from campuses	On-line Survey	Survey Results

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 2:	All members of the school community will be partners in the ongoing enhancement of the educational organization.						
Performance Objective 1: (cont)	Develop and utilize a variety of strategies that are capable of reaching 100% of targeted parents and community members regarding student achievement, meetings, and training sessions.						
Summative Evaluation:	Surveys from parents and community and sign in sheets.						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
7. Develop and implement a parent survey including questions about parent involvement. Spread awareness and increase accessibility of survey.	Survey		Director of Special Programs/Site-base Team	April '12	District Website Survey maker	Online Survey results	Survey results.
8. Develop and implement a student survey.			Principals/Site base Team	April '12	District website survey maker	Online survey results	Survey results
9. Teacher transition meetings between grade levels, especially from elementary to middle school and middle school to high school.	Failure List	AR ESL ECO	Principals Counselors Director of Special Programs	May '12	Wednesday Time	Failure List Sept. '12	Agenda/Sign-In Sheet

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 2:	All members of the school community will be partners in the ongoing enhancement of the educational organization.						
Performance Objective 2:	Provide training to AISD parents and teachers.						
Summative Evaluation:	Survey from parents and teachers.						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Provide adult ESL program/Literacy Parent Group.	TAKS	ESL	ESL Coordinator	Sept. '11 – Apr. '12	Local Funds (\$2,500)	Attendance	Attendance Records
2. Provide professional development to work with ESL/ELL population.	TAKS	ESL	Dir. of Special Programs, ESL Coordinator, Principals	Aug. '11- Dec. '12	M	Session Evaluations	Sign-in sheets
3. Provide professional development to work with parents as equal partners (Title I Campuses)	FED	SW	Elem. Principals	Sept '11	ESC – XI Staff and Principals	Session Evaluations; Parent and Teacher Survey	Sign-in sheets
4. Provide parent training (ex: Grade level expectations/Bullying/Drugs/Adolescent Behaviors)			Principals Counselors Dir. of Special Programs	Nov. '11 Feb. '12	Information on Topics; Training	Attendance	Attendance logs Evaluations
5. Provide professional development on classroom behavior strategies/interventions for teachers.	Teacher Survey	AR	Director of Special Programs, Principals, Counselors	Aug. '11- Jan. '12	Classroom behavior intervention training.	Discipline records	Discipline records
6. Provide CPI training for a diverse group of personnel outside of special education at each campus and inform teachers of certified CPI personnel.	Teacher Input	AR	Principals	Aug. '11 – May '12	CPI Instruction through the Special Education Coop., Substitutes	one person outside of SP. Ed. per campus is trained.	Professional development certificates
7. Provide opportunities for staff to learn Spanish.	Demo Graphic	ESL	ESL Coordinator Director of Special Programs	Nov. '11 – May '12	Training Materials Rosetta Stone (\$5,000)	Attendance	Sign-In/Sheets

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 2:	All members of the school community will be partners in the ongoing enhancement of the educational organization.						
Performance Objective 3:	Explore and expand school/community partnerships.						
Summative Evaluation:	Annual Parent and Community Evaluation Results, Annual Staff Survey/Interviews						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Provide parent, community, and businesses the opportunity for involvement in academic programs such as:  a. Career presentations b. Visits to local businesses c. Student teacher volunteers d. Mentors e. Work Based Learning f. Aubrey Education Foundation g. PTO/Parent Volunteers h. Watch Dogs program	Parent Survey		Principals	Aug. '11 Through May '12	Parent and Community leaders	Student evaluations	Lesson plans; Schedules; Logs of volunteers
2. Provide strategies for teachers to enhance parental involvement.	Parent Survey	AR	Principals	Aug. '11 – May '12	Parental Involvement Training.	Parent involvement survey	Survey results
3. Require all campuses to have one site based decision making meeting per semester.	Site Base Records		Principals	Aug. '11 – May '12 Once per semester	Location for meeting and invitations. Snacks for meetings	100% of campuses had one meeting each semester.	Sign in sheets for meetings and agendas.

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 3:	A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.						
Performance Objective 1:	All curriculums will be aligned to state content and performance standards.						
Summative Evaluation:	TAKS Results, Retention Records, AEIS data						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Provide teachers time to disaggregate data on student performance in order to refine instruction and insure instruction is data driven	TAKS	AR HIS AA	Principals Assistant Superintendent	Aug. '11- May '12	Teacher Training	Teacher Surveys/ Interviews; PDAS	Lesson Plans; Sample Lesson Professional Development Records Inventory
2. Teachers will use critical thinking skills during instruction on a regular basis	STAAR		Principals	Aug. '11 -May '12	Curriculum	STAAR Results	Lesson Plans Grade book
3. Explore additional technology devices and software programs to enhance student performance	STAAR		Tech Director Principal	Aug. '11 -May '12	Software Hardware	Teacher Suveys	Inventory List
4. Increase the number of computers per student	STAAR		Super Tech. Director	Aug. '11 -May '12	Computer Hardware	Inventory	Inventory

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 3:	A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.						
Performance Objective 1: (cont.)	All curriculums will be aligned to state content and performance standards.						
Summative Evaluation:	TAKS Results, Retention Records, AEIS data						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
5. Require teacher to maintain high level of technology knowledge	Star Chart		Principals Teachers Tech Director	Aug. '11; Dec. '11; May '12	Teachers ESC tests / courses	Tests Passed on Tech. requirements	ESC Records
6. Incorporate career education into curricula to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities.	TEA		Principals CATE committees (campus level)	Aug. '11 through May '11	Carl Perkins funds (\$14,435) CATE (\$374,118)	Student surveys and/or interviews; Teacher interviews	Principal observation records; Lesson Plans
7. Research and implement current successful educational programs in reading fluency.	TPRI		Assist-Super. Principals Staff Dev. Dir.	Aug. '11 through July '11	Reading Specialist	Information from visits	AEIS; Staff Dev. Records
8. Continue to employ a reading specialist for grades K-5.	TPRI DRA	AR ESL	Assistant Superintendent	Aug. '11	Teacher/Specialist Title I Funds (\$34,625)	Calendar of Schedule	TPRI / DRA results
9. Align writing programs and provide professional development	TRA's, TAKS, Writing Folders		Director of Special Programs	Aug. '11 through May '12	Program Funds (\$30,000) Title II Funds (\$6,000)	Implementation of writing program. Writing program aligned.	Professional development agendas, sign in sheets, writing benchmark and TAKS scores.

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 3:	A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.						
Performance Objective 2:	100% of staff will be trained to implement the guidelines of Special Ed. Process.						
Summative Evaluation:	AEIS, STAAR Results						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. In district and out of district staff development training will be conducted for: <ul style="list-style-type: none"> <li>a. Student Support Teams.</li> <li>b. STAAR-M and STAAR-A requirements.</li> <li>c. ARD Training.</li> </ul>	TEA	SE AR	Principal Staff Dev. Dir. Assist. Super.	Aug. '11/ Dec. '12	Sanger Coop ESC XI Training Local (6,000)	Session evaluations; Twelve-week review of academic records for SST's.	Student records Wednesday Staff Development Calendar

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 3:	A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.						
Performance Objective 3:	All student populations will be provided career awareness opportunities.						
Summative Evaluation:	Student and parent surveys; Longitudinal study of graduate information; AEIS reports						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Provide information to Middle/High School students, teachers, counselors, and parents about: <ul style="list-style-type: none"> <li>a. Higher education admissions and financial aid opportunities</li> <li>b. The TEXAS grant program established under Subchapter M, Chapter 56</li> <li>c. The need for students to make informed curriculum choices to be prepared for success beyond high school</li> <li>d. Sources of information on higher education admissions and financial aid</li> </ul>	TEA		Superintendent Counselors Principals	Feb. '12	TEA Information	Session evaluations; Parent, Teacher, and Student Interviews	AEIS; College acceptance records; Financial aid requests; Counselor records
2. Use LifeTrack measures to track AISD graduates' enrollment in higher education and employment information.			Superintendent	Nov. '11	Contracted services Local Funds (\$1,000)	LifeTrack Report	LifeTrack Report

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## Aubrey ISD District Improvement Plan 2011-2012

<b>District Goal 4:</b>	A school climate will be provided that is safe, orderly, and well-maintained.						
<b>Performance Objective 1:</b>	All personnel will be provided staff development in identified areas.						
<b>Summative Evaluation:</b>	Staff Development Evaluation; AEIS Data; SDFSC Annual Evaluation						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Explore measures and provide staff development for addressing the needs of students for:  <ul style="list-style-type: none"> <li>a. Discipline management</li> <li>b. Violence Prevention</li> <li>c. Crisis Management (EOP)</li> <li>d. Bullying</li> <li>e. Continue to improve drug awareness program.</li> <li>f. Differentiated instruction</li> <li>g. Anger management</li> </ul>	Teacher Surveys	AR	Principals Dir. of Special Programs Counselor	Aug. '11 through Nov. '12	Counselors SRO Principals	Session Evaluations; Quarterly review of discipline referrals, Attendance records, Failure lists	Calendars; Staff Dev. Records; AEIS; Discipline referral reports
2. Revise district policies/code of conduct and advise staff of policies.	TEA	AR	Principals	July '11 - Aug. '11	TASB Draft Copy	Student Handbook	Policy on-line and code of conduct
3. Explore strategies for student and personnel motivation. <ul style="list-style-type: none"> <li>a. Include designated team time.</li> <li>b. Develop time for peer to peer observation.</li> <li>c. Recognize staff efforts</li> <li>d. Create Mentor Program for students</li> </ul>	Teacher Surveys	AR	Principals Director of Special Programs	Aug '11 through May '12	Incentives for students and teachers (Local \$15,000)	90% of teachers report a positive climate on all campuses, student survey	Teacher survey results, student survey results

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 4:	A school climate will be provided that is safe, orderly, and well-maintained.						
Performance Objective 2:	AISD will update the emergency operations plan.						
Summative Evaluation:	Revised EOP will be approved by the school board.						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Emergency Operations Committee Review Plan – Update as needed	Safety Audit		Emergency. Management. Coord.,	Nov. '11 – Dec. '11	Current Plan, Audit Team Reports, Emergency Operations Planning for Schools – Plan Wizard	List of Changes	List of Changes

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 4:	A school climate will be provided that is safe, orderly, and well-maintained.						
Performance Objective 3:	AISD will ensure that a Date Violence Policy will be in place and implemented.						
Summative Evaluation:	Date Violence Report to School Board						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Provide Date Violence Training for Administrators, Counselors, and Teachers	TEA	AR	Director of Staff Development	Nov. '11 Dec. '11	American Bar Association materials, healthyteendating.org Materials.	Training Schedule	Sign-in sheets, Trainee evaluation
2. Provide Date Violence Training for students through their regular schedule	TEA	AR	Principals Counselor	Jan. '12 – May. '12	American Bar Association materials, healthyteendating.org Materials	Lesson Plans	Student grades
3. The district will promote National Teen Dating Violence Awareness and Prevention week.	TEA	AR	Principals Counselor	Jan. '12 – Feb. '12	American Bar Association materials, healthyteendating.org Materials.	Schedule of activities	Written evaluation of activities

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 4:	A school climate will be provided that is safe, orderly, and well-maintained.						
Performance Objective 4:	Objective 4: AISD will provide behavior management support systems for students.						
Summative Evaluation:	Teacher survey report to school board.						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Implement an incentive program for positive behavior. a. Utilization of SRO's for educational purposes.	Discipline Records	AR	SRO's Principals	Aug. '11 through May '12	Materials for presentations	SRO works with teachers and counselors to plan lessons	Attendance Sheets

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## Aubrey ISD District Improvement Plan 2011-2012

District Goal 4:	A school climate will be provided that is safe, orderly, and well-maintained.						
Performance Objective 5:	Objective 5: AISD will provide a balanced budget using Education Job Funds.						
Summative Evaluation:	Copy of budget.						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Pay for 7 middle school teachers to help with local budget crisis.	Budget		Superintendent	Sept. '11 Thru Aug. '12	Monies Ed Job (\$317,616)	Monthly Drawdowns	RSCCC Printouts

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# Appendices

## **Appendices:**

Appendix A: State Compensatory Education and FTE's

Appendix B: Staff Development Plan

Appendix C: Migrant Improvement Plan

## Appendix A: State Compensatory Education and FTE's

## Aubrey ISD State Compensatory Education Monies for 2011-2012 School Year

### High School

<u>High School Tutoring in the day</u>	<u>FTE</u>	<u>Amount</u>
Atcheson, Suzanne	0.13	\$2,157.00
Cabrales, Marissa	0.26	\$11,520.00
Lortz, Gregory	0.13	\$5,307.00
Garza, Robert	0.13	\$6,990.00
Chairez, Roxana	0.50	\$20,050.00
Dooley, Dawn	0.13	\$3,088.00
Gaston, Marcia	0.13	\$2,822.00
Hughes, Elizabeth	0.26	\$5,307.00
Noles, Jamie	0.13	\$3,109.00
Vice, John	0.13	\$2,864.00
		\$74,211.00
<u>Inclusion Help with At- Risk Students:</u>		
New Aide	0.50	\$8,073.00
<u>DAEP:</u>		
Moore, Gary Don	0.38	\$21,566.00
<b>Total HS:</b>	<b>2.42</b>	<b>\$95,717.00</b>

## **Middle School**

### Middle School tutoring in the day

Anderson, Laresa	0.13		\$5,040.00
Brooks, Aaron	0.13	\$10,180.00	
Firth, Dennis	0.13	\$7,056.00	
Howard, Vicki	0.13	\$6,678.00	
Leslie, Robin	0.13	\$2,920.00	
May, Tamra	0.13	\$5,215.00	
Philipp, Tippie	0.13	\$5,636.00	
Thetford, Suzanne	0.13	\$5,882.00	
Tullis, Jennifer	0.13	\$5,513.00	

### Summer School

Teachers	2.00	\$7,000.00	
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### DAEP:

Moore, Gary Don	0.38	\$21,564.00	
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### Tutors during the day

Contracted Tutors		1.00	\$19,000.00
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<b>Total Middle:</b>	<b>5.44</b>	<b>\$114,544.00</b>	
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**Brockett Elementary**

	FTE	Amount
<u>Tutors</u>		
Contracted Teachers	1.00	\$17,000.00
<u>Student Support Team Leader</u>		
Wright, Karen	0.25	\$12,260.00
<u>Inclusion Help with At- Risk Students:</u>		
Phillip, Diana	0.50	\$8,761.00
<b>Total Brockett:</b>	<b>2.15</b>	<b>\$44,021</b>

**Monaco Elementary**

	FTE	Amount
<u>Tutors during the day</u>		
Contracted Teachers	0.66	\$11,000.00
<u>Student Support Team Leader</u>		
Wright, Karen	0.25	\$12,260.00
<u>Inclusion Help with At- Risk Students:</u>		

Carrigan, Judy				0.40	\$6,400.00
Cole, Lynda	0.33	\$5,000.00			

<b>Total Monaco:</b>	1.64	\$34,660.00			
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**District**

<u>Dyslexia Support</u>					
Crawford, Carol	1.00	\$51,590.00			

<u>RTI Support</u>					
Hellman, Angela	0.50	\$24,955.00			

<u>Benefits All Staff</u>		\$26,780.00			
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<b>Total District:</b>	8.25	\$365,487.00			
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## Appendix B: Staff Development Plan

**2011-2012  
Back to School Staff Development Agenda**

**Friday, August 12<sup>th</sup>**

**Time:** 8:00 – 4:00    **Location:** Campus    **Dress:** Casual

**Breakfast:** Light breakfast will be provided for you at your campus

**On the Agenda:** New insurance, E-alert/inclement weather, campus priorities, district, campus personnel, and student handbooks, procedures, team-building, special programs, and PDAS

**Monday, August 15<sup>th</sup> (Morning)**

**Time:** 8 – 12    **Location:** New MS Cafeteria

**Dress:** Professional Dress    **Breakfast:** District Breakfast (Mandatory)

**On the Agenda:** “Convocation Address” – Dr. Monaco; “Ready for STAAR; Leading Forward in Times of Change” – McNabb/Sanders

**Monday, August 15<sup>th</sup> (Afternoon)**

**Time:** 1:30 – 4:00    **Location:** Campus

**On the Agenda:** (continue campus agenda above)

**Tuesday, August 16<sup>th</sup>**

**Time:** 8:00 – 4:00    **Location:** Campus    **Dress:** Casual

**Breakfast:** On your own    **Lunch:** Mandatory at Midway Church

**On the Agenda:** “CSCOPE: Components of a Guaranteed, Viable Curriculum” - Principal and Teacher Leader.

**Wednesday, August 17<sup>th</sup>**

**Time:** 8:00 – 4:00    **Location:** Campus    **Dress:** Casual

**Breakfast/Lunch:** On your own

**On the Agenda:** : “CSCOPE: Components of a Guaranteed, Viable Curriculum” - Principal and Teacher Leader.

**Thursday, August 18<sup>th</sup>**

**Time:** 8:00 – 4:00    **Location:** Campus

**Dress:** Casual    **Breakfast/ Lunch:** On Your Own

**On the Agenda:** Teacher Work Day

**MEET THE TEACHER NIGHT!**

**Friday, August 20<sup>th</sup>**

**Time:** 8:00 – 4:00    **Location:** Campus    **Dress:** Casual

**Breakfast:** On your own    **Lunch:** On your own

**On the Agenda (morning):** “CSCOPE and Curriculum Planning Continued if needed” – Principal and Teacher Leader. **(afternoon) – TBA.**





## Wednesday Staff Development Schedule 2011-2012

Date	Attendees/Presenter(s)	Location	Topic
8/24/2011	Principals: By Campus	Campus	Faculty Meetings
8/31/2011	Principals: By Campus	Campus	Faculty Meetings
9/7/2011	Brockett/Monaco: Grade Level Meetings (both campuses together), Principals PK Teaming: Angela Hellman MS/HS: Safety Training, Officer Bruce	Brockett  EB Learning Center Middle School	Horizontal Teaming: Grade Level Meetings Team Meeting Campus Safety Training
9/14/2011	All District: TEKS Score Training in DMAC Benchmarking requirements and training: Sanders/McNabb PK Teaming: Angela Hellman	Elementaries at Monaco HS/MS at Middle EB Learning Center	DMAC/CSCOPE Benchmarking Procedures  Team Meeting
9/21/2011	MS/HS: Grade Level Meetings, Principals  Elementaries/PK: Safety Training, Officer Bruce	Campus  Brockett Elementary Library	Horizontal Teaming: Grade Level Meetings  Campus Safety Training
9/28/2011	Principals	Campus	Campus Faculty Meetings
10/05/2011	CSCOPE: Vertical Alignment Documents (VAD), Principal and CSCOPE Teacher Facilitator (Story, Hazen, Leslie, Noles)	Campus	Vertical Alignment Document instructions to be continued in PLT meetings.
10/12/2011	PLT Vertical Teams: Continue w/ Vertical Alignment Documents/Other Issues	TBA	Vertical Professional Learning Team Meetings
10/19/2011	MS/HS: Grade Level Meetings, Principals Brockett/Monaco: Grade Level Meetings (both campuses together), Principals PK Teaming: Angela Hellman	HS/MS Campus Monaco Elementary  EB Learning Center	Horizontal Teaming: Grade Level Meetings
10/26/2011	Principals	Campus	Campus Faculty Meetings
11/02/2011	Technology: By Campus	TBA	TBA
11/09/2011	PLT Vertical Teams: Continue w/ Vertical Alignment Documents/Other Issues	TBA	Vertical Professional Learning Team Meetings
11/16/2011	Principals	Campus	Campus Faculty Meetings/Thanksgiving
11/30/2011	MS/HS: Grade Level Meetings, Principals Brockett/Monaco: Grade Level Meetings (both campuses together), Principals PK Teaming: Angela Hellman	HS/MS Campus Brockett Elementary  EB Learning Center	Horizontal Teaming: Grade Level Meetings
12/07/2011	Technology: By Campus OR STAAR UPDATES from TEA!!	TBA	TBA
12/14/2011	Principals	Campus	Campus Faculty Meetings/ Christmas
1/4/2012	STAAR/EOC Training: Counselors/Principal	Campus	Testing Training and Procedures
1/11/2012	STAAR/EOC Training: Counselors/Principal	Campus	Testing Training and Procedures
1/18/2012	PLT Vertical Teams: Continue w/ Vertical Alignment Documents/Other Issues	TBA	Vertical Professional Learning Team Meetings
1/25/2012	Teacher Berdins		



## **Appendix C: Migrant Education Program Priority for Service Action Plan**



## Migrant Education Program Plan of Action Priority for Service 2011-2012

Goal:     Objective:	Identify and provide services to migrant students who are failing or at risk of failing to meet the State's content and performance standards and whose education has been interrupted during the regular school year.  Identify migrant students who enroll late and withdraw early and provide supplemental services to each student when no other school district services are available.
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Evidence of Need	Activity	Timeline	Staff Responsible	Materials	Method of Evaluation
<b>No Child Left Behind (NCLB) Act directs Texas Migrant Program to target funds to provide services to migrant students who are failing or at risk of failing to meet the state's content and performance standards and whose education has been interrupted during the regular school year.</b>  Highly mobile migrant students are often forced to make non-promotional school changes during the regular school year that result in a lack of instructional continuity and subsequent lower levels of student learning and academic success.	Print and review the New Generation System (NGS) Priority for Service (PFS) student report monthly.	Sept. 1, 2011 - May 31, 2012	ESC Region XI	NGS generated PFS report	Report of services provided to students
	Submit the PFS to the district SSA contact for distribution to appropriate staff.	Sept. 1, 2011 - May 31, 2012	ESC Region XI NGS specialist	NGS generated PFS report sent electronically	Copy of email sent to districts
	Provide an opportunity for PFS students to attend summer school to make up work and/or be ready for the next school year.	June 2012 – July 2012	ESC XI staff and school contact Summer school teacher	Reading curriculum Math curriculum	Pre/post tests
	Monitor ninth grade students' coursework and contact district counselor with information for the UT Austin Graduation Enhancement Program credit accrual program and assist with registration for credit accrual	January 2012 – May 2012	ESC XI staff	UT Austin Graduation Enhancement Program	Course completion rates
	Collaborate with counselors each reporting period in developing a personal graduation plan for PFS students	Sept. 2011 – May 2012	ESC XI staff and school counselors	Student transcripts	Graduation rate of migrant students



## Migrant Education Program Plan of Action Priority for Service 2011-2012

Goal:    Objective:	Identify and provide services to migrant students who are failing or at risk of failing to meet the State's content and performance standards and whose education has been interrupted during the regular school year.  Identify migrant students who enroll late and withdraw early and provide supplemental services to each student.
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Evidence of Need	Activity	Timeline	Staff Responsible	Materials	Method of Evaluation
<p><b>Title I Migrant Coordinator will use NGS "Priority for Services" reports to give the priority placement to these students in Migrant Education Program activities</b></p> <p>Due to mobility, migrant students often have inconsistent course placements.</p> <p>Secondary school migrant students are not accruing sufficient credits to graduate on time, especially those who are highly mobile.</p>	Collaborate and review district policies and procedures concerning students with late entry or early withdrawal and share information with counselors and teachers.	September 2011	ESC XI MEP consultant	SSA district policy (on website)	Policy statement
	Monitor NGS course completion for PFS students with late entry and early withdrawal	September 2011 – May 2012	ESC XI migrant staff	NGS reports, student transcripts	Student transcript
	Use migrant funds to pay tuition or fees for evening classes, summer school, credit by exam or distance learning.	September 2011 – June 2012	ESC XI migrant consultant	Purchase order	Certificate of completion, student transcript
	Use migrant funds to pay for tutor to provide instruction or facilitate distance learning courses.	September 2011 – July 2012	ESC XI migrant consultant	contract	Completion of courses, passing state test
	Share and coordinate secondary credit accrual practices with receiving states through the Secondary Credit Accrual workshop, hosted by the Texas Migrant Interstate Program (TMIP).	February 2012	ESC XI migrant staff	Phone and email to TMIP	List of students traveling to different states



## Migrant Education Program Plan of Action Priority for Service 2011-2012

<b>Goal:</b>	Identify and provide services to migrant students who are failing or at risk of failing to meet the State's content and performance standards and whose education has been interrupted during the regular school year.
<b>Objective:</b>	Identify migrant students who are missing significant amounts of instructional time by enrolling late and/or having excessive absences.



Evidence of Need	Activity	Timeline	Staff Responsible	Materials	Method of Evaluation
<p><b>Title I Migrant Coordinator will provide campus principals, appropriate campus staff, and parents the PFS criteria and updated NGS PFS reports.</b></p> <p>Migrant students often face difficulties associated with adjusting to new school settings, making new friends and gaining social acceptance – issues which can be grouped according to behavioral engagement, and which relate to opportunities for participation in academic, social or extracurricular activities, emotional engagement which related to positive and negative reactions to teachers, classmates, academic materials and school, in general; and cognitive engagement relating to investment in learning and may be a response to expectations, relevance and cultural connections.</p>	Provide monthly NGS PFS report to each campus with identified PFS students.	Sept. 20011 – May 2012	ESC NGS specialist	NGS PFS student report	
	Meet with PFS migrant parents and school staff to explain how PFS students are identified and what services are available to these students.	Sept. 2011 – May 2012	ESC Migrant consultant	Parent meeting Handouts Registration	
	Collaborate with SSA districts to develop and implement a set of district procedures outlining strategies for partial/full credit accrual for migrant students with late entry/early withdrawal.	Sept. 2011 – May 2012	ESC Migrant consultant	District policy and procedures Staff development event (registration) Event agenda	
	Work with project and SSA districts in creating an extracurricular club/leadership event specific to migrant students designed to help students develop effective learning and study skills.	Sept. 2011 – May 2012	ESC Migrant staff	Meeting agenda Registration/sign in sheet	
	Provide opportunity for students to attend leadership workshops at ESC XI.	December 2011 April 2012 May 2012	ESC staff and school district staff	Event sign-in sheet, agenda, handouts	Attendance at workshops







## Migrant Education Program Plan of Action Priority for Service 2011-2012

<b>Goal:</b>	Identify and provide services to migrant students who are failing or at risk of failing to meet the State's content and performance standards and whose education has been interrupted during the regular school year.
<b>Objective:</b>	Provide supplemental information to parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions to their children.



Evidence of Need	Activity	Timeline	Staff Responsible	Materials	Method of Evaluation
<p><b>Title I Migrant Coordinator will ensure that PFS students receive priority access to instructional services, as well as social workers and community services/agencies.</b></p> <p>Many migrant parents value education for their children but may not have the educational resources or knowledge to provide the support expected by school staff.</p> <p>As a result of language barriers or the mobility of their lifestyle, migrant children and families often face difficulties accessing education and health-related services to which they are entitled.</p>	Community service organizations provide presentations to parents addressing accessing community services.	September 2011 – May 2012	Migrant consultant	Handouts, presentation materials	Sign-in sheets, agendas, handouts
	Provide training and/or materials for migrant families concerning community/social services	September 2011 – May 2012	Recruiters, migrant consultant	Brochures, handouts	Phone log, time and effort
	Send a copy of the National Center for Farmworkers Health News to parents of PFS students.	September 2011 – May 2012	Program assistant, migrant recruiters	Farmworker Health News	PFS monthly report, check list
	Provide information to PFS students' parents on services provided by the Harvest of Hope Foundation.	September 2011 – May 2012	Migrant consultant, recruiters	Brochure, business card	PFS monthly report, check list
	Provide the migrant hotline number PFS students' parents	September 2011 – May 2012	Migrant recruiters, consultant	Hotline card	Check list, time and effort





## Migrant Education Program Plan of Action Priority for Service 2011-2012

<b>Goal:</b>	Identify and provide services to migrant students who are failing or at risk of failing to meet the State's content and performance standards and whose education has been interrupted during the regular school year.
<b>Objective:</b>	Provide supplemental information to parents on how to collaborate with school staff and how to access resources in order to provide timely attention and appropriate interventions to their children.

Evidence of Need	Activity	Timeline	Staff Responsible	Materials	Method of Evaluation
<p><b>The Title I Migrant coordinator, MEP staff, and school staff will make home and/or community visits to update parents on the academic progress of their children.</b></p> <p>Priority for Services migrant students are less likely to be promoted in the early grades than non-PFS migrant students.</p>	Collaborate with local organizations and agencies to provide information to families regarding services	September 2011 – May 2012	Consultant	Agency materials	Families receive services
	Make home visits to parents of PFS students who do not attend PFS meeting(s) at school	September 2011 – May 2012	Migrant recruiters/consultant	None	Signature on PFS tracking sheet





## Migrant Education Program Plan of Action Priority for Service 2011-2012

<b>Goal:</b>	Identify and provide services to migrant students who are failing or at risk of failing to meet the State's content and performance standards and whose education has been interrupted during the regular school year.
<b>Objective:</b>	Use data to plan the Priority for Services Action Plan for 2011-2012 school year and assist the district with supplemental services when not provided by other federal or non-federal programs.

Evidence of Need	Activity	Timeline	Staff Responsible	Materials	Method of Evaluation
	Review lists and collaborate with SSA district contact staff or counselor to determine how the ESC Region XI can assist the district with migrant students	September 2011 – May 2012	Migrant consultant	PFS form, district information, lists of services provided by the district	Completed PFS Program Plan 2011-2012
	Review list of PFS high school and middle school students who attended the leadership presentations:	February, 2012		-Migrant Unique Student reports	
	- Migrant Middle School Leadership Camp	February, 2012 – April, 2012		-Migrant summer school rosters	
	- Helping Parents with Homework Issues: A Workshop for Migrant Parents of Middle School Children	November 3, 2011		-Final student grades	
	- College Assistance Migrant Program (CAMP) Information Session	November 2011 - January 2012		-Tutoring services delivered in 2011-2012	
	- Path to Scholarships – Making Dreams Come True				