

A large, stylized blue letter 'W' with a white outline and a drop shadow. Inside the 'W' is a white leaf with a blue outline and a drop shadow.

Westphalia ISD

**DISTRICT & CAMPUS IMPROVEMENT PLAN
2015-2016**

Mission Statement

Westphalia Independent School District is committed to excellence in education which will allow students to realize their potential in an environment of mutual trust and respect.

District Goals

1. Implement and monitor well-designed programs to address changing student needs, maintain effective and efficient operations, and achieve the mission of the district.
2. Attain TEA Met Standard status by creating an educational environment that is conducive to the learning of all students.
3. Employ highly qualified and high performing administration, faculty, and staff who reflect the values of the community serve as positive role models, exhibit moral excellence, and are committed to the achievement of all students.
4. Create a safe and orderly environment where members work cooperatively and respectfully with each other and where all members exhibit moral excellence.
5. Encourage shared partnerships of students, parents, community, and staff to include clear communication and recognition of all stakeholders.

Site Based Committee Members

Kendra Rabroker – Parent

Marilyn Rudloff – Business Owner and Community Member

Robert Hudson – Administrator

Lisa Hoff – PEIMS Director

Donna Reid – 1st Grade Teacher

Lisa Fanz – 3rd Grade Teacher

Angela Patterson – Music Teacher

Diane Bringman – JH Math Teacher

Rachel Rudloff – JH ELA Teacher

Indicators, Performance Data, and Performance Objectives

Indicator: STAAR and STAAR-M Reading

Group	STAAR Current Performance ACCOUNTABILITY DATA		STAAR-M Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year	Rate	Year
Grade 3	72%	2015	---	2015	95%	2015-16	100%	2016
Grade 4	72%	2015	---	2015	95%	2015-16	100%	2016
Grade 5	88%	2015	---	2015	95%	2015-16	100%	2016
Grade 6	100%	2015		2015	95%	2015-16	100%	2016
Grade 7	87%	2015		2015	95%	2015-16	100%	2016
Grade 8	88%	2015		2015	95%	2015-16	100%	2016
All Students	84%	2015		2015	95%	2015-16	100%	2016

Indicator: STAAR and STAAR-M Math

Group	STAAR Current Performance ACCOUNTABILITY DATA		STAAR-M Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year	Rate	Year
Grade 3	81%	2014	---	2014	90%	2014-15	100%	2015
Grade 4	65%	2014	---	2014	90%	2014-15	100%	2015
Grade 5	100%	2014	---	2014	90%	2014-15	100%	2015
Grade 6	100%	2014		2014	90%	2014-15	100%	2015
Grade 7	88%	2014	100%	2014	90%	2014-15	100%	2015
Grade 8	100%	2014	100%	2014	90%	2014-15	100%	2015
All Students	88%	2014	100%	2014	90%	2014-15	100%	2015

Indicator: STAAR and STAAR-M Writing

Group	STAAR Current Performance ACCOUNTABILITY DATA		STAAR-M Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year	Rate	Year
Grade 4	61%	2015	---	2015	93%	2015-16	100%	2016
Grade 7	93%	2015		2015	93%	2015-16	100%	2016
All Students	76%	2015		2015	93%	2015-16	100%	2016

Indicator: STAAR and STAAR-M Science

Group	STAAR Current Performance ACCOUNTABILITY DATA		STAAR-M Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year	Rate	Year
Grade 5	59%	2015	---	2015	90%	2015-16	100%	2016
Grade 8	65%	2015		2015	90%	2015-16	100%	2016
All Students	62%	2015		2015	90%	2015-16	100%	2016

Indicator: STAAR and STAAR-M Social Studies

Group	STAAR Current Performance ACCOUNTABILITY DATA		STAAR-M Current Performance ACCOUNTABILITY DATA		Desired Performance LONG TERM STATE OBJECTIVES		Desired Performance ANNUAL OBJECTIVES	
	Rate	Year	Rate	Year	Rate	Year	Rate	Year
Grade 8	53%	2015		2015	91%	2015-16	100%	2016
All Students	53%	2015		2015	91%	2015-16	100%	2016

Westphalia ISD

District Goal 1: Implement and monitor well-designed programs to address changing student needs, maintain effective and efficient operations, and achieve the mission of the district.

Goal 1 – Strategy 1	Student Assessment and Analysis of Data for STAAR		
<i>Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8</i>			
<p>Leader(s): Principal, Asst. Principal, Grade Level Teachers</p> <p>Leader Progress Report Dates: January 2016</p>	<p>Brief Description: Campus administrators, counselors, and teachers will engage and assist in evaluating and analyzing student performance data, including special education, low SES, and LEP students, to determine student needs followed by targeted interventions so that all WISD students demonstrate their maximum performance in the understanding of reading, writing, math, and social students as measured by STAAR. Each grade level will utilize the eduphoria!© program to disaggregate student STAAR data. Based on results, an instructional focus will be developed for implementation including STAAR Benchmark or STAAR released exams to assess student progress.</p>	<p>Evaluation Benchmark: 90% of all student groups will pass benchmark assessments; instructional focus completed and increased student scores on STAAR tests.</p>	
<p>Resources Required: Teachers Campus Admin. Staff eduphoria!©</p>	<p>FTE's Required: Number of FTE's: None Cost: Cost of eduphoria!© program After School Tutorials</p>	<p>Source of Funds: District Funds Title I Funds</p>	<p>Amount: \$7,650.00</p>

Goal 1 – Strategy 1		Student Assessment and Analysis of Data for STAAR												Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	Title I Comp
Grade levels will plot Spring 2015 campus STAAR data for reading, writing, math, social studies, and science for all students to identify campus objectives and targets for improvement.	Principal, Asst. Principal, Grade level teachers	X	X	X	X									District benchmark exams given Jan. 2016	1,2,8
Administer District Benchmark tests: Jan. 2016 → Reading, Math, Writing, Social Studies, Science	Principal, Asst. Principal, Grade level teachers				X		X							Results of benchmark data and data reports to administration. Increased student performance	1,2,8
Students identified as special education and/or LEP will also participate in STAAR benchmark testing to guide classroom instruction based on student need.	Principal, Asst. Principal, Sped. Teacher, Grade level teachers				X		X							Results of benchmark data and data reports to administration. Increased student performance	1,2,8,9
Utilizing assessment data and teacher and/or parent input, students in need of academic interventions/support beyond the classroom setting will be identified	Principal, Asst. Principal, Sped. Teacher, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Review of student cumulative files, teacher evaluations, number of students identified	1,2,6,8,9
Campus teachers, administrators, and staff will utilize assessments, additional data, and state criteria to identify students considered to be at-risk for STAAR failure, retention, and/or dropping out-of-school. Assessments include: - TPRI Tests	Principal, Asst. Principal, Student Services Coordinator, Falls County Education Cooperative personnel, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Lists of at-risk students extracted from the PEIMS reporting system	1,2,8
All teachers will coordinate a campus tutorial program to provide individual and small groups instruction for students in need of additional classroom help.	Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Number of students served, teacher evaluations, teacher documentation of students served	1,2,8,9

Goal 1 – Strategy 2

Special Education and Section 504

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s):

Principal; Sped. Teacher

Leader Progress Report

Dates:

September 2015

April 2016

Brief Description:

Westphalia ISD will utilize student performance data and other assessment to identify students in need of program services to accelerate instruction to increase student classroom academics. Program services include Special Education, Dyslexia, and Section 504. Program support will contribute to a decrease in the student retention rate, dropout rate, and an increase in the number of students on track for graduating.

Evaluation Benchmark:

90% of all student groups will pass STAAR benchmark or STAAR released tests, as well as STAAR-M. and STAAR-Alt.

Resources Required:

Teachers
Campus Admin. Staff
Counselor
Campus Data
Assessments
Falls Education Coop

FTE's Required:

Number of FTE's: One
Cost: \$40,069

Source of Funds:

District Funds

Amount:

\$40,069

Goal 1 – Strategy 2		Special Education and Section 504													
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	Title I Comp
Utilizing assessment data and teacher and/or parent input, WISD will coordinate with the Falls Education Coop to conduct the ARD committee process to determine appropriate student placement and services based on student needs.	Principal, Sped. Teacher, Falls Education Coop personnel	X	X	X	X	X	X	X	X	X	X	X	X	Review of student records, special education reports	1,6,8,9
Utilizing assessment data and teacher and/or parent input, WISD will coordinate the referral of students identified in need of dyslexia and section 504 services. Students who qualify for 504 services will receive an accommodations plan and any additional services outside the classroom.	Principal, Sped. Teacher, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Review of student records, program evaluation, number of students identified and placed, program reports.	1,6,8,9
Special Education students identified in need of instructional services beyond the classroom will be assigned services to be coordinated and delivered.	Principal, Sped. Teacher, Falls Education Coop personnel	X	X	X	X	X	X	X	X	X	X	X	X	Number of students referred and identified, review of student grades and STAAR scores, STAAR-M, and STAAR-Alt. results	1,6,8,9

Goal 1 – Strategy 3**English as a Second Language / Immigrant Education**

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s):

Principal
Kim Sped. Teacher

Leader Progress Report**Dates:**

September 2014
April 2015

Resources Required:

Teachers
Campus Admin. Staff
Counselor
Campus Data
Assessments

Brief Description:

Westphalia ISD will provide a comprehensive ESL program designed to identify, provide placement services, and serve students considered as LEP as determined by LPAC committees. The ESL program is designed to accelerate English language instruction so that students have opportunities for success.

FTE's Required:

Number of FTE's: None
Cost: None

Source of Funds:

None

Amount:

\$0

Goal 1 – Strategy 3		English as a Second Language / Immigrant Education												Evaluation Benchmark:	Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul			
WISD will conduct on-going registration processes and procedures to identify potential students in need of ESL services utilizing the Home Language Survey.	Principal, Sped. Teacher, Student Services Coordinator, LPAC committee	X	X	X	X	X	X	X	X	X	X	X	X	X	Review of student records, number of students served, program evaluations	6,9
The LPAC Committee will conduct end-of-year annual reviews of student performance to determine student placement and instructional plans utilizing STAAR writing/reading, TELPAS, and Oral Language Proficiency Assessment results. This LPAC committee will notify parents about the program benefits, explain placement letters, explain exit letters, and invite parents to conferences. The LEP students who exit the program will be place on monitoring program.	Principal, Sped. Teacher, Student Services Coordinator, LPAC committee	X	X	X	X	X	X	X	X	X	X	X	X	X	Number of students exited and continuing in the program, student record analysis, program evaluation.	6,9
The ESL program teaches will participate with regular education teachers in campus team meetings to collaborate and give input regarding ESL student performance	Sped. Teacher	X	X	X	X	X	X	X	X	X	X	X	X	X	ESL student success in core classes.	6,8,9
Utilizing assessment data and the LPAC committee, WISD will identify and recommend and instructional program for LEP to ensure student classroom and STAAR achievement. If the LEP students are also special education, the ARD committee will include a LPAC representative.	Principal, Sped. Teacher, Falls Education Coop	X	X	X	X	X	X	X	X	X	X	X	X	X	Review of student records, student work samples, special education reports	6,8,9
The district will oversee the recruiting efforts and the documentation of immigrant students. All immigrant surveys will be retained by the district.	Principal, Student Services Coordinator	X	X	X	X	X	X	X	X	X	X	X	X	X	Number of surveys received, number of students served.	6,8,9

Goal 1 – Strategy 4

Career and Technology

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s):

Principal
Asst. Principal

Brief Description:

WISD will offer counseling and career pathways services to provide students and parent information to guide high school, college, and career choices.

Evaluation Benchmark:

Completion of high school registration by 8th grade students.

Leader Progress Report

Dates:

May 2016

Resources Required:

Campus Admin. Staff
Counselor
Campus Data

FTE's Required:

Number of FTE's: None
Cost: None

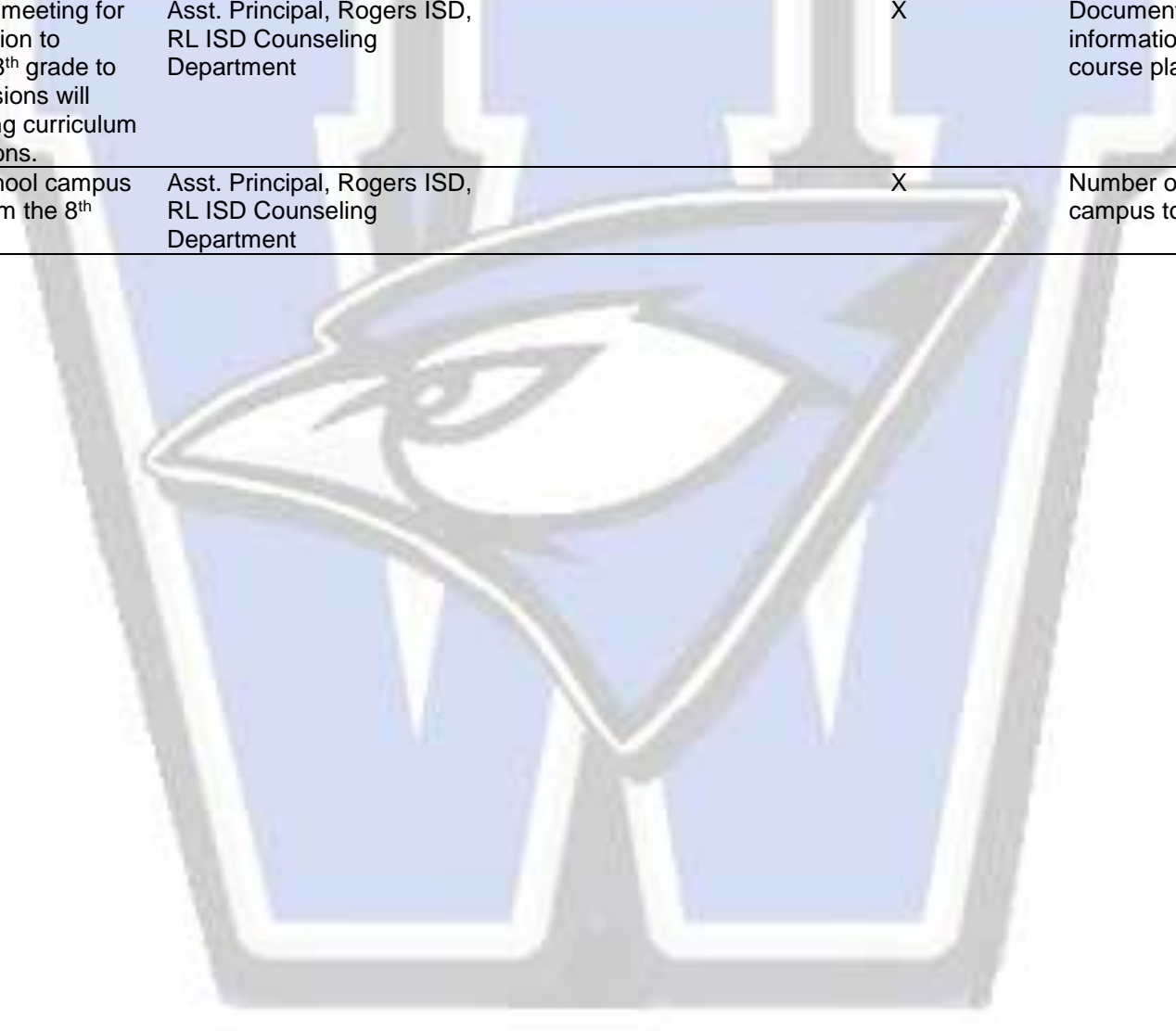
Source of Funds:

None

Amount:

\$0

Goal 1 – Strategy 4		Career and Technology													
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	Title I Comp
WISD will conduct a parent meeting for student and parent information to support transition from the 8 th grade to the high school. These sessions will include information regarding curriculum and course scheduling options.	Asst. Principal, Rogers ISD, RL ISD Counseling Department									X				Documentation of sessions, information packets distributed, course plan developed	
Students will tour a high school campus to help in their transition from the 8 th grade to high school.	Asst. Principal, Rogers ISD, RL ISD Counseling Department									X				Number of students attending campus tours	



Goal 1 – Strategy 5

Accelerated Instruction

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s):
Principal

Leader Progress Report Dates:
May 2016

Brief Description:

Westphalia ISD will use effective scientifically based research strategies designed to provide more individualized instruction for students considered to be at-risk and in academic need.

Evaluation Benchmark:

Exemplary student performance on the STAAR indicators of reading, writing, math, science, and social studies for all students, including low SES, special education, and LEPT students, increased number of course credits awarded, and increased number of STAAR commended designations.

Resources Required:

Parent Support
Teachers
Campus Admin. Staff
Counselor
Campus Data Assessments

FTE's Required:

Number of FTE's: None
Cost: None

Source of Funds:

None

Amount:

\$0

Goal 1 – Strategy 5		Accelerated Instruction												Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul		Evaluation Benchmark:
Continue to provide a quality reading program which will accelerate student learning.	Principal, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Student performance reports on district benchmark assessments, STAR reading reports, increased student performance on STAAR reading.	1,2,8
Utilize campus assessments in reading and math to provide targeted instruction to accelerate student performance as measured by STAAR.	Principal, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Campus reports on student performance on STAAR tests	2,8
Utilize the Accelerated Reading Program to provide assessments, incentives, and student profiles for the enhancement of campus reading program.	Principal, Librarian, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Student reports on AR scores, number of books read, improved student performance on STAAR reading	1,2,8
Students identified as homeless will be enrolled immediately. Records, certificates, and necessary immunizations will be sought. These students shall qualify for free/reduced meals and additional interventions as need. Homeless students qualify for Title I funds. Staff members who work to enroll and follow-up with these students will receive specialized staff development.	Principal, Asst. Principal, Student Services Coordinator	X	X	X	X	X	X	X	X	X	X	X	X	Documentation of student enrollment	10
WISD coordinates and integrates the use of federal, state, and local services and programs. This is done with the technical assistance provided by the Region 12 Education Service Center.	Principal, ESC 12 personnel	X	X	X	X	X	X	X	X	X	X	X	X	Number of students and teachers served by the programs.	10
Utilize Study Island® as a computer-based accelerated instruction tool to both accelerate students who are struggling and enrich students who are performing well.	Principal, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X		2,8,9

Goal 1 – Strategy 6

Enrichment Opportunities/Activities

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s):
Principal

Brief Description:

WISD will continue participation in various projects and activities that are designed to expand and extend learning beyond the traditional classroom setting in a way that enriches student experiences.

Evaluation Benchmark:

Increased number of students involved in enrichment activities and programs; increased utilization of technology in classroom instruction as measured by classroom walk-throughs and lesson plans

Leader Progress Report

Dates:
May 2015

Resources Required:

Campus Admin. Staff
Counselor
Teachers
Campus Data
Campus Technology

FTE's Required:

Number of FTE's: None

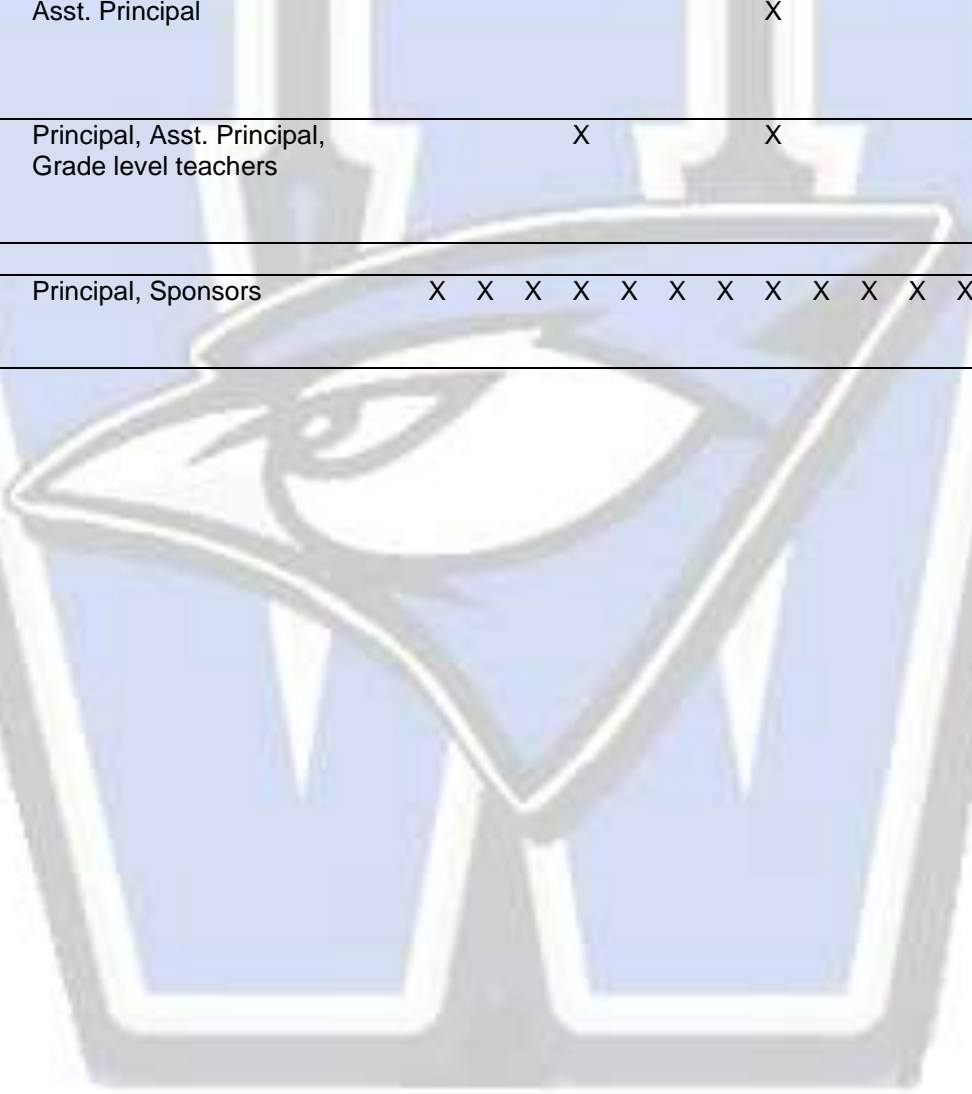
Source of Funds:

Local

Amount:

\$0

Goal 1 – Strategy 6		Enrichment Opportunities/Activities												Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul		Evaluation Benchmark:
Middle school students will visit a college/university to tour the campus and get a taste of their future in higher education.	Asst. Principal								X					Documentation of field trip, list of students attending	
Encourage participation of students with the University Interscholastic League academic contests and the as an extension of classroom learning.	Principal, Asst. Principal, Grade level teachers				X				X					Number of participants and awards acquired.	
Continue to offer a variety of extra-curricular activities for students, including NJHS and Student Council	Principal, Sponsors	X	X	X	X	X	X	X	X	X	X	X	X	Number of student participants	



Goal 1 – Strategy 7

Gifted and Talented Student Program

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s): Asst. Principal
GT Teacher

Brief Description:

WISD will continue participation in various projects and activities that are designed to expand and extend learning beyond the traditional classroom setting in a way that enriches student experiences.

Evaluation Benchmark:

Increased number of students involved in enrichment activities and programs; increased utilization of technology in classroom instruction as measured by classroom walk-throughs and lesson plans

Leader Progress Report

Dates:

September 2015
May 2016

Resources Required:

Campus Admin. Staff
Counselor
Teachers
Campus Data

FTE's Required:

Number of FTE's: None
Cost: \$1,000

Source of Funds:

None

Amount:

\$1,000

Goal 1 – Strategy 7		Gifted and Talented Student Program												Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	
The Gifted and Talented Program components and opportunities will be communicated to parents through the use of the website, parent meeting, and newsletter. The G/T program is a special program to meet student needs.	Asst. Principal, GT Teacher	X	X	X	X	X	X	X	X	X	X	X	X	Records of attendance at G/T parent meetings, registration documentation	6
Gifted and Talented students will continue to meet regularly to participate in a variety of activities to meet their academic needs. Materials will be purchased out of the G/T budget.	GT Teacher	X	X	X	X	X	X	X	X	X	X	X	X	Number of students in G/T program, supplies purchased from G/T budget	
The G/T campus placement committee shall be comprised of a campus G/T liaison and teachers. This committee will be responsible for the final placement into and exit from the G/T program. This committee will meet yearly.	Asst. Principal, GT Teacher, Selected teachers							X				X		Roster of G/T committee members, minutes of meetings, roster of student placement determination	
Utilizing assessment data, the GT Coordinator will coordinate the referral process, referrals, and testing for potential student placement into the Gifted and Talented program.	GT Teacher							X				X		Review of student records, number of students identified and placed, program evaluation, program report	

Goal 1 – Strategy 8

Homebound & Pregnancy Related Services

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s):

Principal
Asst. Principal

Leader Progress Report

Dates:

February 2015
May 2015

Brief Description:

Provide campus-based pregnancy related services program, including CEHI (Compensatory Education Home Instruction), utilizing campus programs and strategies for support and instruction to students who are pregnant or who are a parent.

Evaluation Benchmark:

Continuation of campus PRS plans and homebound services, increase in student attendance and reduction in drop-out rate

Resources Required:

Campus Admin. Staff
Counselor
Teachers
Campus Data

FTE's Required:

Number of FTE's: None
Cost: None

Source of Funds:

None

Amount:

\$0

Goal 1 – Strategy 8		Homebound & Pregnancy Related Services													Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:		
Continue to develop the PRS program plans utilizing the campus program and strategies for support and instruction to students who are pregnant or who are a parent. This will include CEHI (Compensatory Education Homebound Instruction) for students who have this need.	Principal, Asst. Principal, District Homebound teacher	X	X	X	X	X	X	X	X	X	X	X	X	X	Ensure the program is run effectively and efficiently.	9
Submit annual reports to Principal reflecting the number of PRS students identified and served to be coordinated with state compensatory education funding.	Asst. Principal												X	Data and demographic number submitted	9	
Campus Section 504 coordinator will refer students to General Education Homebound instruction. The homebound services will be a minimum of four hours per week with lesson from the regular classroom teacher.	Sped. Teacher, Asst. Principal	X	X	X	X	X	X	X	X	X	X	X	X	Number of students served	9	

District Goal 2: Attain Met Standard status by creating an educational environment that is conducive to the learning of all students.

Indicators, Performance Data, and Performance Objectives

See Goal 1

Goal 2 – Strategy 1	Teacher Professional Development		
<p><i>Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8</i></p>			
<p>Leader(s): Principal</p>	<p>Brief Description: WISD staff (professional and paraprofessional) will participate in on-going professional development, including innovative and creative techniques, aligned with the campus and district plans for improved student learning and performance.</p>	<p>Evaluation Benchmark: 100% of staff will have attended training aligned with classroom instructional needs with a result of increased student performance as measured by AEIS indicators.</p>	
<p>Leader Progress Report Dates: September 2015 May 2016</p>			
<p>Resources Required: Campus Admin. Staff Counselor Teachers Campus Data Travel Audio Visual Equipment</p>	<p>FTE's Required: Number of FTE's: None Cost:</p>	<p>Source of Funds: Title II Part A</p>	<p>Amount: \$3,119.00</p>

Goal 2 – Strategy 1		Teacher Professional Development											Title I Comp		
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	
Teacher and staff training on STAR Reading in conjunction with the Accelerated Reading program so that these processes and assessments identify student reading abilities to guide planning for differentiated instruction.	Principal	X	X	X	X	X	X	X	X	X	X	X	X	100% of reading teachers trained on program components, increased number of students assess using Read Naturally, student reports reflecting student scores and teacher plans	4
Campus teacher will be trained using eduphoria!® software to identify student levels for grouping, followed by flexible grouping strategies designed to meet individual student academic needs	Principal	X	X	X										Sign-in sheets, campus roster of teacher attendance, data disaggregation reports by grade level	4
Faculty and staff will have opportunities to attend outside professional development reflecting high yield instructional strategies designed to accelerate at-risk students.	Principal	X	X	X	X	X	X	X	X	X	X	X	X	Campus teacher certificates attending professional development sessions, PDAS Teacher Self-Reports, walk-throughs	4
Coordinate with Fall Education Coop for teacher training to improve instructional strategies.	Principal, Falls Education Coop personnel	X	X	X	X	X	X	X	X	X	X	X	X	Number of training sessions attended by campus personnel, student performance on STAAR	4,9
All appropriate personnel will receive modification handbooks and training in the proper referral process for special education consideration/ARD level decision making.	Principal, Falls Education Coop	X	X	X	X	X	X	X	X	X	X	X	X	Signed roster of those trained	4,9
Yearly professional development opportunities may include: <ul style="list-style-type: none"> Blood borne pathogens Bullying / Child Abuse Crisis Management Data Disaggregation G/T Overview Homeless Issues SBDM Training STAAR Training Special Education Update Suicide Prevention 	Principal, Asst. Principal, Other personnel as needed	X	X	X	X	X	X	X	X	X	X	X	X	Signed roster sheets from PD activities	10

Goal 2 – Strategy 2

Technology

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s):
Principal

Leader Progress Report Dates:
May 2016

Brief Description:

WISD will endeavor to make the appropriate provision of instruction and equipment that will enhance student technology knowledge, use, and identify student performance needs.

Evaluation Benchmark:

STAAR scores will increase to 90% or greater in tested areas; weekly lesson plans will indicate an increase in the use of technology

Resources Required:

Campus Admin. Staff
Counselor
Teachers
Campus Data
Audio Visual Equipment

FTE's Required:

Number of FTE's: None
Cost: None

Source of Funds:

None

Amount:

\$0

Goal 2 – Strategy 2		Technology												Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	
Use technology as a resource to enhance the student learning by integrating technology, including tablets, And chromebooks into units of study	Principal, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Lesson plans, student products, walk-through observations	1,2
All teachers will receive a laptop computer for classroom and curriculum use.	Principal, IT Director	X	X	X	X	X	X	X	X	X	X	X	X	Teacher check out log for computers	
All students will sign the Technology Acceptable Use Policy	Principal, Computer Teacher	X	X											Checklist of all students who have turned in the Technology Acceptable Use Policy	
All staff members will complete a hardware inventory at the end of each school year.	Principal											X		Inventory lists from each staff member	
Staff members will receive ongoing technology training. Training may include: <ul style="list-style-type: none"> • Gradebook • eduphoria!® • Outlook • Office 2010 • Free Source Software • Study Island 	Principal, Asst. Principal, IT Director	X	X	X	X	X	X	X	X	X	X	X	X	Sign-in sheets from training sessions	4

District Goal 3: Employ highly qualified and high performing administration, faculty, and staff who reflect the values of the community, serve as positive role models, exhibit moral excellence, and are committed to the achievement of all students.

Indicators, Performance Data, and Performance Objectives

See Goal 1

Goal 3 – Strategy 1	Highly Qualified Staff		
<p><i>Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8</i></p>			
<p>Leader(s): Principal</p>	<p>Brief Description: WISD will employ highly qualified and high performing administration, faculty, and staff who reflect the values of the community serve as positive role models, exhibit moral excellence, and are committed to the achievement of all students. 100% of the teachers and paraprofessionals will be highly qualified by the NCLB standards.</p>	<p>Evaluation Benchmark: Campus compliance reports submitted to the Texas Education Agency should indicate 100% of teachers and paraprofessionals are highly qualified.</p>	
<p>Leader Progress Report Dates: May 2016</p>			
<p>Resources Required: Campus Admin. Staff Counselor Teachers Campus Data Audio Visual Equipment</p>	<p>FTE's Required: Number of FTE's: None Cost: None</p>	<p>Source of Funds: None</p>	<p>Amount: \$0</p>

Goal 3 – Strategy 1		Highly Qualified Staff											Evaluation Benchmark:	Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun			Jul
New teachers, teachers under alternative certifications, and paraprofessionals will be mentored.	Principal, Asst. Principal	X	X	X	X	X	X	X	X	X	X	X	X	Documentation of certification, conferences, observations (formal PDAS, walk-throughs). Paraprofessionals being observed.	3
Highly Qualified teachers will be Recruited through web-sites and Job fairs.	Principal									X	X	X	X	Documentation of certifications	5
Students will be served by “highly qualified” professional & paraprofessional staff members.	Principal	X	X	X	X	X	X	X	X	X	X	X	X	Certified by principal yearly that the campus is in compliance with Section 1119.	3
Ensure that all UIL athletic sponsors have updated training to CPR and First Aid.	Principal	X	X	X	X	X	X	X	X	X	X	X	X	Documentation of successful completion of CPR training	10
All staff will undergo state-mandated fingerprinting to ensure compliance with state law	Principal	X	X	X	X	X	X	X	X	X	X	X	X	Documentation of successful fingerprint completion	10

District Goal 4: Create a safe and orderly environment where members work cooperatively and respectfully with each other and where all member exhibit moral excellence.

Indicators, Performance Data, and Performance Objectives

See Goal 1

Goal 4 – Strategy 1	Student Involvement		
<p><i>Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8</i></p>	<p>Brief Description: WISD will continue to implement programs and strategies that encourage and challenge students to participate in activities designed to build self-esteem, social and inter-personal skills, conflict resolution abilities, and other components conducive to a positive and nurturing learning environment.</p>		<p>Evaluation Benchmark: Increased student performance in all academic areas as measured in AEIS student indicators, reduced number of student disciplinary referrals, and reduced assignments to ISS.</p>
<p>Leader(s): Principal</p> <p>Leader Progress Report Dates: September 2015 May 2016</p>	<p>FTE's Required: Number of FTE's: None</p>	<p>Source of Funds: None</p>	<p>Amount: \$ 0</p>
<p>Resources Required: Campus Admin. Staff Counselor Teachers Campus Data Audio Visual Equipment</p>			

Goal 4 – Strategy 1		Student Involvement											Title I Comp		
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	
Utilize student organizations to provide opportunities for engagement in activities that promote partnerships among students. Organization include: Student Council, National Junior Honor Society, UIL Academics, and UIL Athletics.	Principal, Asst. Principal, NJHS/STUCO sponsors, UIL coaches	X	X	X	X	X	X	X	X	X	X	X	X	Record of student participation, activities conducted, student and teacher evaluations	
Provide opportunities for field trips and other business-related trips for students to connect classroom learning with real-world applications.	Principal, Asst. Principal, Grade level activities	X	X	X	X	X	X	X	X	X	X	X	X	Number of trips conduction, teacher lesson plans	
Student recognition of achievements will be on-going and in scheduled events including AR Rewards, Good Behavior Rewards, and Awards Assembly.	Principal, Asst. Principal, Librarian, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Assemblies conducted, student recognition documents	
Open House and Meet the Teacher night for students and parents to meet the teacher and administration about academic expectations of the school.	Principal, Asst. Principal, Grade level teachers	X												Number of students attending Open House	7
Students will participate in the district's sexual education program, "Worth the Wait." Teachers will be trained in the curriculum. Presenters from Scott and White will participate in the presentation of the curriculum.	Asst. Principal, Science Teacher, S&W Staff	X	X	X	X	X	X	X	X	X	X	X	X	Student participation in "Worth the Wait" presentations	

Goal 4 – Strategy 2

Campus Safety

Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8

Leader(s):
Principal

Brief Description:
WISD will continue to implement training and activities that reflect the components of a safe and disciplined school environment.

Evaluation Benchmark:
Reduced student referrals, documentation of emergency drills, documentation of the completion of a school safety survey

Leader Progress Report Dates:
May 2016

Resources Required:
Campus Admin. Staff
Counselor
Teachers
Outside Consultant
Campus Data
Audio Visual Equipment

FTE's Required:
Number of FTE's: None
Cost: \$0

Source of Funds:
None

Amount:
\$0

Goal 4 – Strategy 2		Campus Safety												Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	
Update and revise Emergency Operation Plan followed by the implementation of plan components, including training for all staff members.	Principal	X	X											Copy for all personnel of the updated EOP, 100% of staff trained on plan	
Staff development for ensuring a safe and supportive classroom environment.	Principal	X	X	X	X	X	X	X	X	X	X	X	X	Sign-in sheet from professional development	4
Fairly and impartially enforce the campus code of conduct to ensure proper student behavior conducive to a safe and orderly learning environment.	Principal, Asst. Principal	X	X	X	X	X	X	X	X	X	X	X	X	Review of student referrals	
Conduct regular emergency drills to ensure students/teachers are aware of proper procedures in emergency situations.	Principal, Asst. Principal	X	X	X	X	X	X	X	X	X	X	X	X	Documentation of emergency drills conducted	
Maintain and monitor video surveillance equipment to better ensure the safety and security of students	Principal	X	X	X	X	X	X	X	X	X	X	X	X	Discipline Referrals, Student Incident Reports	

District Goal 5: Encourage shared partnerships of students, parents, community, and staff to include clear communication and recognition of all stakeholders

Indicators, Performance Data, and Performance Objectives

See Goal 1

Goal 5 – Strategy 1	Parent/Community Involvement		
<p><i>Supports: STAAR Reading – Grades 3-8, STAAR Math – Grades 3-8, STAAR Writing – Grade 4 & 7, STAAR Science – Grades 5 & 8, STAAR Social Studies – Grade 8</i></p>	<p>Brief Description: WISD will continue to implement programs and strategies designed to increase and enhance communication within the school and with parents and the community so that parents are full partners with educators in the education of their children allowing them to reach their full educational potential.</p>		<p>Evaluation Benchmark: Increased student performance in all academic areas as measured in AEIS student indicators; increased numbers of parents participating in parent conferences and campus activities</p>
<p>Leader(s): Principal</p> <p>Leader Progress Report Dates: May 2015</p>	<p>FTE's Required: Number of FTE's: None Cost: None</p>		<p>Source of Funds: None</p> <p>Amount: \$0</p>
<p>Resources Required: Campus Admin. Staff Counselor Teachers Parent Support Campus Data Audio Visual Equipment</p>			

Goal 5 – Strategy 1		Parent/Community Involvement												Title I Comp	
Activity:	Person(s) Responsible:	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Evaluation Benchmark:	
Teachers will distribute three week progress reports to provide students and parents with up-to-date grades before the end of each six weeks.	Student Services Coordinator, Grade level teachers	X	X	X	X	X	X	X	X	X	X	X	X	Progress reports distributed each three weeks, fewer students with failing grades at report cards	6
Service and charitable activities that encourage on-going student involvement conducted throughout the school year. Activities include: food drives, toy drives, and NJHS	Principal, Asst. Principal, Grade level teaches	X	X	X	X	X	X	X	X	X	X	X	X	Number of events scheduled, number of students participants	
Utilize the campus PTO for continuous opportunities for parent involvement in sponsored events, parent contacts, and other campus events.	Principal, PTO President	X	X	X	X	X	X	X	X	X	X	X	X	Number of activities that are PTO sponsored, participation by the PTO, and scheduled meetings	6
Maintain a fully functional campus website to increase stakeholders and state-wide communication.	Principal, IT Director	X	X	X	X	X	X	X	X	X	X	X	X	Yearly survey	6
Stakeholders will have access to communication activities through the use of the Site-Based Decision Making (SBDM) meetings.	Principal, SBDM members		X			X		X		X				Roster of members attending SBDM meetings	6
Principal Newsletters e-mailed weekly that provides information on a variety of topics.	Principal	X	X	X	X	X	X	X	X	X	X	X	X	Copies of Principal Newsletters	6
Parents may have access to txConnect grade reporting to view their own student's grades. Parents must request permission to access this program.	Principal, Student Services Coordinator	X	X	X	X	X	X	X	X	X	X	X	X	Number of parents who sig-up and use their program	6
Parents may access the Accelerated Reader program to view their own student's AR progress. Parents must request permission for access.	Principal, Librarian	X	X	X	X	X	X	X	X	X	X	X	X	Number of parents who sign-up and use their program	