

Sabine ISD

District Improvement Plan 2014-2015

November 10, 2014

Date of School Board Approval

Mission Statement

The mission of the Sabine Independent School District is to provide appropriate, challenging opportunities, in a safe and positive environment, for all students to develop to their potential academically, mentally, emotionally, physically and socially in a way that each student is motivated and enabled to become a confident and competent problem-solver, communicator, collaborative worker, user of technology, and life-long learner so that the student is prepared to become an effective citizen and productive member of society.

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 1: The district will identify effective **ELAR** instruction strategies and will meet or exceed the state standard for student performance on the state assessment in **ELAR** across all accountability groups.

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2013-2014	All Students	H	W	AA	2 or More Races	ED	ELL	Spec. Ed.	A Ind	Asian	
% Met Standard	82%	79%	85%	68%	76%	78%	80%	61%	100%	75%	

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
TEKS Resource System and ELAR Balanced Literacy lesson design for the district.		Principals, Superintendent, Curriculum Director, Core Content Teachers	Ongoing	Region 7 TEKS Resource System consultants	Classroom observation and walkthrough documentation, unit assessments, lesson plans, team meeting agendas and minutes	Unit assessment results, state assessment results, student engagement, and monitoring documentation, quality of instruction and lesson design
Provide professional development in the ELAR content and instructional methods focusing on STAAR/EOC requirements.		Principals, Superintendent, Curriculum Director	Ongoing as needed	Region 7 TEKS Resource System consultants ELAR, SSA contract	Classroom observation and walkthrough documentation, unit assessments, PDAS, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Improve the vertical alignment of ELAR instruction and curriculum through scheduled vertical teaming and conversations		Principals, Superintendent	Ongoing	Region 7 ELAR and TEKS Resource System consultants, SSA contract, CD, principals	Team meeting agendas, minutes and sign in sheets, unit assessments, lesson plans, classroom observation and walkthrough documentation	Collaboration, unit and state assessment results, quality of instruction and lesson design, teacher performance w/PDAS, student engagement, monitoring documentation
Provide professional development to all elementary core content teachers in sheltered instruction and strategies.		Principals, Superintendent, Curriculum Director	Ongoing	Region 7 and outside consultants	Unit assessments, instruction design, lesson plans, classroom observation and walkthrough documentation, team meeting agendas and minutes	Unit assessment results, state assessment results, LPAC documentation, teacher performance w/PDAS, monitoring documentation, student engagement, quality of instructive instruction and lesson design

Provide professional development on differentiated instruction and multiple intelligences on different ways of learning to target a variety of cultures and sub populations.		Principals Curriculum Director	Ongoing	Region 7 and outside consultants	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on developing effective teacher created lessons based on the instructional focus document..		Principals Curriculum Director	Ongoing	Region 7	Unit assessments, lesson plans, classrooms observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on disaggregation of data/using the data on assessments. Dept./Gr. level team meet to discuss data and plan.		Principals Curriculum Director	Ongoing	Region 7, district staff and outside consultants	Unit assessments, lesson plans, classrooms observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 2: The district will identify effective **Writing** instruction strategies and will meet or exceed the state standard for student performance on the state assessment in **Writing** across all accountability groups.

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2013-2014	All Students	H	W	AA	2 or More Races	ED	ELL	Spec. Ed.			
% Met Standard	83%	79%	86%	64%	82%	78%	60%	47%			

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
TEKS Resource System and ELAR Balanced Literacy lesson design for the district.		Principals, Superintendent, Curriculum Director, Core Content Teachers	Ongoing	Region 7 TEKS Resource System consultants	Classroom observation and walkthrough documentation, unit assessments, lesson plans, team meeting agendas and minutes	Unit assessment results, state assessment results, student engagement, and monitoring documentation, quality of instruction and lesson design
Provide specific professional development for improved writing instructional strategies focusing on grades 4 th , 7 th and high school EOCs on state assessed grade levels.		Principals, Superintendent, Curriculum Director	Ongoing as needed	Region 7 ELAR consultants, SSA contract, TEKS Resource System Consultants, outside consultants	Classroom observation and walkthrough documentation, unit assessments, instruction and lesson design, PDAS, team meeting agendas and minutes	Unit assessment results, state assessment results, student engagement, monitoring documentation, teacher performance w/PDAS, quality of instruction and lesson design
Improve and increase monitoring of instruction and student progress in writing.		Teachers, Principals, Curriculum Director	Ongoing	Region 7 math consultants, SSA contract	Monitoring documentation, team meeting agenda and minutes	Improved collaboration across teams, improved assessment results, targeted intervention
Provide professional development on differentiated instruction and multiple intelligences on different ways of learning to target a variety of cultures and sub populations.		Principals Curriculum Director	Ongoing	Region 7 and outside consultants	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design

Provide professional development with Writing Academy to strengthen and provide a framework for writing instruction and lessons.		Principals Curriculum Director	August 2014 June 2015	Outside consultants	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on developing effective teacher created lessons based on the instructional focus document..		Principals Curriculum Director	Ongoing	Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on disaggregation of data/using the data on assessments. Dept./Gr. level team meet to discuss data and plan.		Principals Curriculum Director	August 2014 Ongoing	Region 7, district staff and outside consultants	Unit assessments, lesson plans, classrooms observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 3: The district will identify effective **Math** instruction strategies and will meet or exceed the state standard for student performance on the state assessment in **Math** across all accountability groups

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2013-2014	All Students	H	W	AA	2 or More Races	ED	ELL	Spec.Ed.			
% Met Standard	81%	70%	85%	76%	78%	74%	60%	60%			

Activity/Strategy	Title 1 Schoolwide Component	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
TEKS Resource System and 5E Model of Instruction lesson design for district.		Teachers, Principals, Curriculum Director	Ongoing	Region 7 math consultants, SSA contract	Any meeting agendas and minutes	Unit assessment results, state assessment results, meeting documentation
Provide professional development in math content and instructional methods focusing on STAAR requirements.		Principal, Curriculum Director	Region 7 calendar	Region 7 math consultants, SSA contract	Schedule of math and other multi-day trainings, instruction design and lesson plans, team meeting agendas and minutes, monitoring documentation	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality instruction design
Improve and increase monitoring of instruction and student progress in math.		Teachers, Principals, Curriculum Director	Ongoing	Region 7 DMAC contract	Monitoring documentation, team meeting agenda and minutes	Improved collaboration across teams, improved assessment results, targeted intervention
Evaluate and improve math assessments. Principals and teachers meet after each 6 weeks.		Principal Teachers	Ongoing	TEKS Resource System, TAG, DMAC	Meeting agendas, minutes and sign in sheets, classroom observations and walkthroughs, documentation of weak skills of students	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality instruction design

Provide professional development on differentiated instruction and multiple intelligences on different ways of learning to target a variety of cultures and sub populations		Principals Curriculum Director	Ongoing	Region 7 and outside consultants	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on new Math TEKS		Principals Curriculum Director	August 2014 Ongoing	Region 7 and outside consultants	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on developing effective teacher created lessons based on the instructional focus document..		Principals Curriculum Director	August 2014 Ongoing	Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on disaggregation of data/using the data on assessments. Dept./Gr. level team meet to discuss data and plan.		Principals Curriculum Director	August 2014 Ongoing	Region 7, outside consultants, district staff	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Coordinate and schedule math tutorials at the elementary for improved learning and comprehension of struggling students.		Principals Teachers	Ongoing	District/campus staff	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 4: The district will identify effective **Science** instruction strategies and will meet or exceed the state standard for student performance on the state assessment in **Science** across all accountability groups

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2013-2014	All Students	H	W	AA	2 or More Races	ED	ELL	Spec.Ed.	A Ind	Asian	
% Met Standard	75%	60%	81%	50%	70%	67%	n/a	57%	100%	100%	

Activity/Strategy	Title 1 Schoolwide Component	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Monitor lab experiences for each grade level and science courses planned for the academic year.		Science teachers, Principals	Ongoing		Lab schedules, evaluation reports, lesson plans, monitoring documentation, observations and walkthroughs	Unit assessment results, state assessment results, monitoring documentation, teacher performance w/PDAS, quality instruction design
Continue to update equipment and supply inventories as needed.		Science teachers, principals	Budget calendar from business office		Inventory documentation, 2014-2015 budget requests	Quality instruction design
Develop long range plan acquisition plan for equipment		Science teachers and principals	by May 31, 2015		Meeting agenda and minutes	Equipment acquisition plan
Provide professional development in science content and instructional methods focusing on STAAR requirements.		Principals, Curriculum Director	Region 7 Calendar	Region 7 science consultants, SSA contract	Professional development records, Schedule of math and other multi-day trainings, instruction design and lesson plans, team meeting agendas and minutes, monitoring documentation	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality instruction design

Improve and increase monitoring of instruction and student progress in science.		Principals	Ongoing Monitoring reviewed each 6 weeks	IPADS and PDAS online	Conference notes, Monitoring documentation, team meeting agenda and minutes	Improved collaboration across teams, improved assessment results, targeted interventions
Implement TEKS Resource System and 5E Model of Instruction lesson design for district.		Principals, Superintendent, Curriculum Director, Teachers	August 2014	Region 7 TEKS Resource System consultants	Classroom observation and walkthrough documentation, unit assessments, lesson plans, team meeting agendas and minutes	unit assessment results, state assessment results, student engagement, and monitoring documentation, quality of instruction and lesson design
Provide professional development on differentiated instruction and multiple intelligences on different ways of learning to target a variety of cultures and sub populations.		Principals Curriculum Director	Ongoing	Region 7 and outside consultants	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on developing effective teacher created lessons based on the instructional focus document		Principals Curriculum Director	August 2014 Ongoing	Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design

Provide professional development on disaggregation of data/using the data on assessments. Dept./Gr. level team meet to discuss data and plan.		Principals Curriculum Director	August 2014 Ongoing	Region 7, outside consultants, district staff	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Evaluate SEs to strengthen in 5 th science and target with varied instructional strategies.		Principals Curriculum Director	August 2014 through June 2015	Region 7, outside consultants, district staff	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 5: The district will identify effective **Social Studies** instruction strategies and will meet or exceed the state standard for student performance on the state assessment in **Social Studies** across all accountability groups

Summative Evaluation: All Students and each subpopulation in the state accountability system will meet or exceed the standards set by the State of Texas.

Data 2013-2014	All Students	H	W	AA	2 or More Races	ED	ELL	Spec.Ed.			
% Met Standard	73%	71%	74%	75%	67%	71%	n/a	44%			

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
TEKS Resource System and 5E Model of Instruction lesson design for district		Principals, Superintendent, Curriculum Director, Core Content Teachers	August 2014	Region 7 TEKS Resource System consultants	Classroom observation and walkthrough documentation, unit assessments, lesson plans, team meeting agendas and minutes	Unit assessment results, state assessment results, student engagement, and monitoring documentation, quality of instruction and lesson design
Improve and increase monitoring of instruction and student progress in social studies		Principals Curriculum Director	Ongoing Monitoring reviewed each 6 weeks	IPADS and PDAS online	Conference notes, Monitoring documentation, team meeting agenda and minutes	Improved collaboration across teams, improved assessment results, targeted interventions
Provide professional development in social studies content and instructional methods focusing on STAAR requirements.		Principals, Curriculum Director	Region 7 Calendar		Evaluation reports, lesson plans, monitoring documentation, observations and walkthroughs	Unit assessment results, state assessment results, monitoring documentation, teacher performance w/PDAS, quality instruction design

Evaluate SEs to strengthen in 8 th grade social studies and target with varied instructional strategies.		Principals, Curriculum Director	August 2014 – June 2015	Region 7, outside consultants, district staff	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on differentiated instruction and multiple intelligences on different ways of learning to target a variety of cultures and sub populations.		Principals Curriculum Director	Ongoing	Region 7, outside consultants	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on developing effective teacher created lessons based on the instructional focus document		Principals Curriculum Director	August 2014 Ongoing	Region 7	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design
Provide professional development on disaggregation of data/using the data on assessments. Dept./Gr. level team meet to discuss data and plan.		Principals Curriculum Director	August 2014 Ongoing	Region 7 District staff	Unit assessments, lesson plans, classroom observations and walkthrough documentation, instruction design, team meeting agendas and minutes	Unit assessment results, state assessment results, teacher performance w/PDAS, student engagement, monitoring documentation, quality of instruction and lesson design

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 6: Career and Technical Education course offerings will be expanded based on students' areas of interest.

Summative Evaluation: Enrollment in occupationally specific CTE courses will increase at least 10%.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Continue meeting with Kilgore College to verify courses available for high school student enrollment.		Principals, counselors	By January 31, 2015		Meeting agendas and minutes, monthly reports	Higher percentage of student enrollment, greater number of courses offered
Provide students with occupational information from Career Cruising and program information from Kilgore College to determine interests.		Counselors, Curriculum Director	By January 15, 2015		Schedules for Career Cruising training, Kilgore College visits	Student interest
Provide program tours and interviews with instructors/students.		Principal, Counselors	To be scheduled		Student rosters for site visits	Student interest
Execute agreements between Kilgore College and SISD as needed.		Superintendent	To be scheduled			
Provide occupationally specific certification testing opportunities to students in CTE courses.		Principal, CTE teachers	December 2014, March 2015, May 2015	PEPC, Certiport contract	CTE teacher reports of student progress toward preparation for certification testing	Results of certification testing
Access KC and Longview Mayor's Task Force reports on workforce needs.		Principal Curriculum Director	December 2014	Workforce needs reports		Summary of impact of reports of CTE course offerings

Implement Principals of Technology class at the 8 th grade.		Principal Curriculum Director	August 2014	Region 7 District staff	Master schedule, lesson plans, student rosters	Student interest, summary of impact of reports of CTE course offerings
Implement Principals of Agriculture at the 8 th grade.		Principal Curriculum Director	August 2014	Region 7 District staff	Master schedule, lesson plans, student rosters	Student interest, summary of impact of reports of CTE course offerings

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 7: All students will advance their technology skills to include acquiring information and using technology tools to perform educational tasks.

Summative Evaluation: At least 90% of students in grades 5 and 8 will meet the technology application standards for their grade levels. At least 90% of students will use some form of technology to produce an assigned product.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Develop or adopt rubrics for student technology products at all grade levels.		Principals, Curriculum Director	By April 30, 2015			Grade level rubrics, student products
Examine elementary schedule for ways to increase technology time for fifth grade students.		Principal	By January 31, 2015			Report to Superintendent and Curriculum Director
Implement Easy Tech Online Technology Literacy at the elementary school.		Principal Curriculum Director Technology Director Teacher	August 2014			Results of technology assessments
.Implement Principals of Technology class at the 8 th grade.		Principal Curriculum Director	August 2014	Region 7 District staff	Master schedule, lesson plans, student rosters	Student interest, summary of impact of reports of CTE course offerings

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 8: All classroom teachers will advance their technology skills to include acquiring information, using technology tools to perform tasks, and integrating technology into their instructional plan.

Summative Evaluation: All classroom teachers will increase or improve their technology skills each year.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide local and regional opportunities for teachers to improve technology skills using a variety of training formats and schedules.		Principals, Curriculum Director	Technology training calendar	e-Power contract, DMAC contract	Training rosters, professional development records, lesson plans	Teacher proficiency, lesson plans, quality instructional design
Provide technology hardware, software, and access requested by teachers and approved by their administrators.		Technology staff	Equipment/software on-hand: Within 2 weeks		Requisitions, journal inquiries	Teacher proficiency, lesson plans, quality instructional design
Provide technical assistance as needed.		Technology staff	Response within 2 hours of request		Summary of requests for assistance	Completed requests

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 9: Improve students' ability to articulate their future goals and /or career interests.

Summative Evaluation: At least 75% of students in grades 8-12 will be able to articulate their areas of career interests or future goals.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Provide Career Fair opportunities for students in grades 9-12 based on students' interests.		Counselors	TBD			Student evaluations of event
Provide Texas Scholars (GLOBE) presentation to 8 th graders.		Principal	Spring 2015	GLOBE representative		
Provide all students in grade 8 with opportunities to learn about careers.		Counselors	1 st 6 weeks 2014	Career Cruising		Student reports
Develop sequence of activities in grades PK-5 to introduce occupations and their value to our society.		Elementary counselor	Spring 2015			Lesson plans, activity schedule
Provide Career Cruising online aptitude and interest inventories access to grade 8 and high school students		Counselors	January 2015	Region 7 PEPC cohort		Career Cruising usage reports
Develop and revise career pathway plans with students in grade 8-12. (part of 4 year/6 year plans)		Counselors	February 2015	DMAC contract		PGP reports

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 10: English Language Learners will advance at least one level on the TELPAS (Texas English Language Proficiency Assessment System) each year until they reach the Advanced High (highest) level.

Summative Evaluation: At least 85% of the ELL students in grades 2-12 will advance at least one level on the 2013 TELPAS.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Pay testing fees for teachers who pass the ESL test.		Superintendent	As completed	\$750.00	Training rosters, testing records, teacher certificates	Teacher performance, student performance
Investigate offering ESL test review locally.		Curriculum Director	By January 2015	Region 7 staff		Report to Superintendent
Continue to investigate existing bilingual programs operated in other small school districts. Research program options.		Principals, Curriculum Director, Superintendent	Ongoing	Region 7 Title III personnel	Notes from site visits, telephone conferences	

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 11: The district will provide high quality, appropriate educational opportunities for students with disabilities.

Summative Evaluation: A greater percent (5% improvement) of students with disabilities will participate in the state assessment (STAAR). All students will have instruction delivered in the least restrictive environment based on individual student needs.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Continue developing a district wide comprehensive Response to Intervention (RtI) plan.		Principals, IEP teams, RtI teams	2014-15	SpEd RtI specialist	RtI Process and Plan	Reduction in referrals
Provide ongoing training for teachers and paraprofessionals on sources for research-based interventions and how to implement them.		Principals RtI teams	Ongoing	SpEd RtI interventionist		
Continue to improve to maximize time that students with disabilities are educated with their non-disabled peers.		Principals, IEP teams	August 2014 Monitor each six weeks		Teacher and administrator documentation of interventions, dates, results, SpEd reports	Reduction in referrals

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 12: The district will hire and retain highly qualified teachers and paraprofessional and provide high quality professional development to meet requirements and ensure student success.

Summative Evaluation: 100% of teachers and paraprofessionals will be highly qualified and 100% of teachers and paraprofessionals will be retained.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Identify teachers and paraprofessional who do not meet NCLB HQ requirement and provide specific professional development to meet standards.		Superintendent, Curriculum Director, Principals	Ongoing	Human Resource and certification records, Curriculum Director, secretary	Review of district staff credentials through HR office.	100% HQ
Careful review of credentials of applicants for core academic positions and/or with instructional duties		Superintendent Curriculum Director, Principals	Ongoing	Human Resource and certification records, Curriculum Director, secretary	Review of applicants credentials and records	100% HQ
Continued communication and monitoring of resignation deadlines.		Superintendent, Curriculum Director, Principals	Ongoing		Review of dates on district calendar/communication with campus staff	100% HQ

Goal 1: All graduates will be academically prepared through relevant and rigorous instructional programs to successfully enter their chosen career path whether it leads to college, work, or the military.

Objective 13: The district will provide a disciplinary alternative education program for students who are removed from its regular campuses.

Summative Evaluation: Students who are removed from their regular campuses will attend classes at a disciplinary alternative education program.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Engage in a Shared Service Agreement with White Oak ISD and Spring Hill ISD to provide a disciplinary alternative education program.		Principals, Superintendent	Annually	SCE \$30,000	Reports from White Oak ISD and Spring Hill ISD DAEP program, visits to DAEP programs	Reduction in DAEP referrals

Goal 2: Partnerships between the school district and parents, the community and businesses will support the education of all students.

Objective1: The district will provide updated information regularly using a variety of formats.

Summative Evaluation: District newsletters will be published bimonthly. The district website will be updated a least weekly. News released will be transmitted to area newspapers on a biweekly basis.

Activity/Strategy	Title 1 Schoolwide Component (#1-10)	Person(s) Responsible	Timeline	Resources	Evidence of Implementation	Evidence of Impact
Publish newsletters monthly not covered by Liberty City Good News.		Principals, Curriculum Director	Second week of months of publication	Local budget	Newsletter publications	
Evaluate district and campus websites. Determine changes needed.		Technology Director and staff	Monthly 2014-15		Website updates	
Solicit campuses and activity sponsors for upcoming events and accomplishments.		Superintendent	Weekly		Newspaper articles	
Develop feature articles and news releases for publication. Transmit to newspapers.		Principals, Curriculum Director, Superintendent	Open		Publication of news articles	
Develop framework of opportunities for involvement from parents, community, and businesses for all campuses.		Principals Curriculum Director Teacher	August 2014- June 2015		Correspondence, sign in sheets, agendas, articles from publications	Improved student progress, relations, involvement and overall climate

