

**PETERSBURG INDEPENDENT SCHOOL DISTRICT  
2008-2009 DISTRICT IMPROVEMENT PLAN**

**DISTRICT GOAL #1:** To strengthen the curriculum Pre-K through 12 in order to maximize achievement for all students.

**PERFORMANCE OBJECTIVE #1:**

- 90% of all students and student subpopulations will pass TAKS in all tested areas.
- All teachers will teach all Texas Essential Knowledge and Skills (TEKS) for their assigned courses in preparation for TAKS.
- All teachers will teach all TEKS according to Scope and Sequences developed for each course.

ACTIVITIES	◇ Who's Responsible, Involved	◇ Resources	Time Line	Formative Evaluation	Summative Evaluation
1.1.1 Petersburg ISD will conduct a comprehensive needs assessment to make data-driven decisions toward the goal of maximizing student achievement for all students. This comprehensive needs assessment will include data from assessments, dropout numbers, attendance, discipline referrals, drug and violence reports, teacher retention, surveys, PAS/DAS indicators.	<ul style="list-style-type: none"> <li>◇ Supt</li> <li>◇ District Comm.</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ AEIS</li> <li>◇ State reports</li> <li>◇ Federal reports</li> </ul>	Needs Assessment will be completed by Dec. 2008; analysis of needs assessment will be ongoing.	District committee will complete compilation of needs assessment data by Dec. 2008	District committee and Supt will review needs assessment data and utilize data in updating and revising district plan.

1.1.2 All teachers will prepare individual Scope and Sequences for teaching the Student Expectations for their TEKS.	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ All teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ TEKS</li> </ul>	Scope and Sequences to be completed by Sept. 2008.	October 2008, by Campus Principals. Revision to take place throughout the 2008-2009 school year.	Final revised plan due to Principals by first day of inservice, Fall 2008.
1.1.3 Vertical Content Teams will prepare TAKS Action Plan in the four foundation content areas.	<ul style="list-style-type: none"> <li>Supt.</li> <li>◇ Principals</li> <li>◇ Department chairs</li> <li>◇ All teachers of foundation subjects</li> </ul>	<ul style="list-style-type: none"> <li>◇ TEKS</li> <li>◇ TAKS Info. booklets.</li> <li>◇ Departmental meetings</li> </ul>	Vertical team meetings to take place by December 2008	Action plans due February 2009	TAKS Action Plan completed by February 2009; revised after TAKS data received June 2009
1.1.4 Data analysis will target areas of greatest instructional needs	<ul style="list-style-type: none"> <li>Supt.</li> <li>◇ Principals</li> <li>◇ Department chairs</li> <li>◇ All teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ AEIS It with Scan It</li> <li>◇ Benchmark tests</li> <li>◇ Texas PASS Plan</li> <li>◇ Local Funds</li> </ul>	Benchmark testing October, December 2008; January 2009. Data analysis ongoing.	Cumulative benchmark test January 2009.	Data analysis evident in TAKS Action Plans completed by February 2009; data analysis to continue after TAKS data received May 2009.
1.1.5 Professional development will be targeted to improve student achievement. Individual teachers will attend staff development that targets self-designated needs.	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Department chairs</li> <li>◇ All teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ Region 17 ESC</li> <li>◇ Title II</li> <li>◇ Title I Part A</li> </ul>	Ongoing, as needed	Teacher's individual professional development plans reviewed with Dept. chair, Principal	May 2009
1.1.6 The district will continue to work toward hiring, retaining, and developing a high quality staff	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Asst. Supt.</li> <li>◇ Principals</li> <li>◇ Dept. chairs</li> </ul>	<ul style="list-style-type: none"> <li>◇ ESC 17 Prof. development</li> <li>◇ ESC 17 EPS</li> <li>◇ Job fairs</li> <li>◇ Mentoring of new teachers</li> </ul>	Ongoing	PDAS	Staff turnover rate PDAS TAKS scores

1.1.7 TAKS acceleration opportunities will be scheduled for all students who have failed any portion of the TAKS test.	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> </ul>	<ul style="list-style-type: none"> <li>◇ Tutoring</li> <li>◇ Target Grant</li> </ul>	Opportunities planned by August 2008 and conducted throughout school year	Benchmark tests given by January 2009	Benchmark testing data; 2009 TAKS scores; data analysis
1.1.8 90% of all special student populations will pass TAKS in Mathematics, Reading, and Writing, Science, and Social Studies.	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Dept. chairs</li> <li>◇ All teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ AEIS It (for data analysis)</li> </ul>	Targeted strategies throughout the year	Benchmark tests given by January 2009	2009 TAKS scores; data analysis
1.1.9 Assessments for non-TAKS takers (Pre-K, 1 <sup>st</sup> , 2 <sup>nd</sup> , and 12 <sup>th</sup> ) will be administered and will demonstrate improvement in achievement.	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Teachers</li> <li>◇ LPAC committees</li> <li>◇ ARD committees</li> <li>◇ AP teachers</li> <li>◇ Caprock SSA</li> </ul>	<ul style="list-style-type: none"> <li>◇ Assessments (e.g. SDAA, LDAA, TPRI, RPTE, AP exams, PSAT, SAT, ACT)</li> <li>◇ Comp ed funds.</li> </ul>	Identification of appropriate assessment during school year 2008-2009; assessments administered at designated times during year	Assessment check for each student population January 2009	Assessment results; Review by campus committee

## 2008-2009 DISTRICT IMPROVEMENT PLAN

### PERFORMANCE OBJECTIVE #2:

1.2 All secondary students will maximize options for post-secondary success.

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
1.2.1 Increase the number of students taking the PSAT, SAT and ACT and increase the percentage of scores above the state criterion	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> </ul>	<ul style="list-style-type: none"> <li>◇ SAT, ACT Review Books</li> <li>◇ SAT, and ACT preparation activities in Jr/Sr. classes</li> </ul>	Throughout 2008-2009 school year	Number of students participating	Number of students taking PSAT, SAT and ACT; PSAT, SAT and ACT scores
1.2.2 Provide AP and Pre-AP courses at the secondary level	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ Online Courses</li> <li>◇ Teacher training through ESC and/or TTU</li> </ul>	Throughout 2008-2009 school year	Students scheduled in courses, six week reports	Student grades, course completion, AP test scores
1.2.3 Increase the number of students graduating under the Distinguished Achievement Graduation Plan	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ ESC, TTU</li> <li>◇ G/T state funds</li> </ul>	Throughout 2008-2009 school year	6 week reports	Completion of courses, % of students taking AP Tests, AP test scores
1.2.4 Communicate with parents about <ul style="list-style-type: none"> <li>• financial aid/scholarship opportunities (TEXAS Grants Program, Teach for Texas Grants, Texas Scholars, early graduation)</li> <li>• college entry</li> </ul>	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local funds</li> </ul>	Throughout 2008-2009 school year	Communication documented	Number of students enrolled in Recommended or Distinguished Achievement Graduation Plans

<p>opportunities for students who graduated in the top 10% of their class</p> <ul style="list-style-type: none"> <li>opportunities and aid available to students who graduate Recommended or Distinguished</li> <li>notification of higher education admissions requirements</li> </ul>					
<p>1.2.5 Provide Career and Technology courses through Tech Prep and provide quality vocational/career ed programs</p>	<ul style="list-style-type: none"> <li>Principals</li> <li>Counselors</li> <li>Teachers</li> </ul>	<ul style="list-style-type: none"> <li>South Plains College, Tech Prep School-to-Careers</li> <li>Carl Perkins</li> </ul>	<p>Throughout 2008-2009 school year</p>	<p>Number of students taking Tech Prep</p>	<p>Number of students earning college credit through Tech Prep</p>
<p>1.2.6 Provide the ASVAB interest inventory to 11/12<sup>th</sup> grade students</p>	<ul style="list-style-type: none"> <li>Counselors</li> </ul>	<ul style="list-style-type: none"> <li>Military</li> </ul>	<p>Fall 2008</p>	<p>Number of students taking ASVAB</p>	<p>Results communicated to students and parents</p>

## 2008-2009 DISTRICT IMPROVEMENT PLAN

### **PERFORMANCE OBJECTIVE #3:**

1.3 District focus on comprehensive child health, safety, and well-being will improve school attendance rates and retention rates

- Drop-out rates for all students and student subpopulations will be less than 0.5%
- Attendance for all students and student subpopulations will be greater than 97%

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
1.3.1 Provide extended learning opportunities for students who have failed one or more portions of TAKS	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ NCS Lab</li> <li>◇ Tutorials</li> </ul>	Throughout 2008-2009 school year	NCS lesson evaluations, six week reports	TAKS scores
1.3.2 Review and implement the discipline management plan and Student Code of Conduct to maximize positive student behavior.	<ul style="list-style-type: none"> <li>◇ Superintendent</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ DAEP</li> <li>◇ Title IV SDFSC</li> </ul>	Discipline Management Plan reviewed by August 2008; implementation throughout the 2008-2009 school year	Attendance in AEP Number of discipline referrals	Suspension and expulsion rates; Evaluation by Supt.
1.3.3 Adopt effective and comprehensive discipline strategies, classroom management, crisis management, and conflict resolution plans	<ul style="list-style-type: none"> <li>◇ Superintendent</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ Professional development as needed</li> </ul>	Plans reviewed by August 2008; implementation throughout the 2008-2009 school year	Attendance in AEP Number of discipline referrals	Suspension and expulsion rates; Evaluation by Supt.
1.3.4 Provide effective and comprehensive Alternative Education Program	<ul style="list-style-type: none"> <li>◇ Principals.</li> <li>◇ AEP Director</li> </ul>	<ul style="list-style-type: none"> <li>◇ NCS</li> <li>◇ CCLC</li> </ul>	Establish prior to 2008-2009 school year; implementation throughout the 2008-2009 school year	Attendance in AEP; academic progress of students in AEP	Evaluation by Supt.
1.3.5 Address prevention programs/ areas of drugs, violence, and suicide	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> </ul>	<ul style="list-style-type: none"> <li>◇ Title IV SDFSC</li> </ul>	Throughout the 2008-2009 school year	Plans and dates of activities	Evaluation report of serious violations

1.3.6 Provide accelerated educational program services for all students identified at-risk, including Title I, migrant, ESL, pregnant, or parents.	<ul style="list-style-type: none"> <li>◇ Superintendent</li> <li>◇ At-Risk Coord.</li> <li>◇ Title I Coord.</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ Title I Part A</li> <li>◇ Comp Ed Funds <i>\$131,286.95</i></li> <li>◇ <i>5.1 FTE</i></li> </ul>	Throughout 2008-2009 school year	Number of students served, Number of LEP exemptions	TAKS results and results of other appropriate assessments
1.3.7 Provide accelerated education program services for all students identified as migrant, dyslexic, 504, homeless, or homebound	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Counselors</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ Existing district programs</li> </ul>	Throughout 2008-2009 school year	Number of students served	TAKS results and results of other appropriate assessments
1.3.8 Increase district attendance rate to greater than 97%	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Counselors</li> <li>◇ All teachers</li> <li>◇ Truant Officer</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local Funds</li> </ul>	Daily checks	Monitor attendance	AEIS report 2009
1.3.9 Increase district graduation rate.	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ All teachers</li> <li>◇ Truant Officer</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local funds</li> </ul>	6 week checks	Monitor attendance and academic progress	Number graduating May 2009
1.3.10 Monitor student absences and tardies; comm.. with parents	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Truant Officer</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local Funds</li> </ul>	Daily checks	Monitor attendance and drop-out rates	AEIS report 2009
1.3.11 Health Advisory Committee will coordinate programs and activities targeting comprehensive student health	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Health Aid</li> <li>◇ Parents</li> </ul>	<ul style="list-style-type: none"> <li>◇ Region 17 ESC Health Services</li> <li>◇ Local health service providers</li> </ul>	Committee established by Sept 2008; committee meetings /activities throughout the 2008-2009 school year	Review of activities by Health Advisory Committee	Review by district committee

## 2008-2009 DISTRICT IMPROVEMENT PLAN

### PERFORMANCE OBJECTIVE #4:

1.4 Students and teachers will be provided with current technology and with opportunities to become skilled in accessing and utilizing technological information systems

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
1.4.1 Seek all available resources to improve and increase technology hardware and software on all campuses	<ul style="list-style-type: none"> <li>◇ Technology Director</li> <li>◇ Principals</li> </ul>	<ul style="list-style-type: none"> <li>◇ Internet</li> <li>◇ TEA</li> <li>◇ Region 17 ESC</li> <li>◇ Target Grant</li> </ul>	Throughout the 2008-2009 school year	Computers, software ordered and installed	Computers and other technology hardware and software installed and available for use
1.4.2 Utilize distance learning resources (ITV and online courses) available through ESC 17	<ul style="list-style-type: none"> <li>◇ Technology Director</li> <li>◇ HS Principal</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local Funds</li> </ul>	Throughout the 2008-2009 school year	Contracts completed; course taking by students	Courses completed
1.4.3 Establish and enforce an acceptable use policy for students and teachers using the internet	<ul style="list-style-type: none"> <li>◇ Technology Director</li> <li>◇ District committee</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ Region 17 ESC</li> </ul>	September 2008; enforcement throughout 2008-2009 school year	Policy distributed, discussed, and signed with teachers and students	Number of acceptable use violations reviewed by district committee
1.4.4 Enhance technology skills of teachers and staff through targeted professional development	<ul style="list-style-type: none"> <li>Supt.</li> <li>◇ Principals</li> <li>◇ Teachers</li> <li>◇ Staff members</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local funds</li> <li>◇ Region 17 ESC</li> <li>◇ Intel training</li> </ul>	Throughout 2008-2009 school year	Opportunities communicated with teachers/staff	Number of teachers/staffs trained
1.4.5 Utilize technology (email database, webpages) to improve communication with parents and community	<ul style="list-style-type: none"> <li>Technology Director</li> <li>◇ Principals</li> <li>◇ Secretaries</li> <li>◇ Campus committees</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local funds</li> </ul>	Throughout 2008-2009 school year	Parent feedback Website hits	Parent feedback, website hits, evaluation by campus committees

## 2008-2009 DISTRICT IMPROVEMENT PLAN

### **PERFORMANCE OBJECTIVE #5:**

1.5 The district will provide appropriate staff development and professional growth all administration, faculty, and staff.

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
1.5.1 Provide targeted training, including Gifted and Talented, ESL, and dyslexia training, for teachers and administrators	<ul style="list-style-type: none"> <li>◇ Region 17 ESC</li> <li>◇ Gifted and Talented Coop</li> <li>◇ Special Ed Coop</li> </ul>	<ul style="list-style-type: none"> <li>◇ State Funds GT</li> <li>◇ Level II ESC</li> <li>◇ Coop</li> <li>◇ Target Grant</li> </ul>	Throughout the 2008-2009 school year	ESC contract completed	Training completed
1.5.2 Provide appropriate technology training for all employees	<ul style="list-style-type: none"> <li>◇ Technology director</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ ESC 17</li> <li>◇ Local Staff</li> </ul>	Throughout the 2008-2009 school year	Opportunities communicated with employees	Training completed
1.5.3 Professional development opportunities will be targeted to improve student achievement. Individual teachers will attend staff develop that targets individual needs.	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	<ul style="list-style-type: none"> <li>◇ Region 17 ESC</li> <li>◇ Title II</li> <li>◇ Eisenhower SSA</li> <li>◇ Title I Part A.</li> <li>◇ Local funds</li> <li>◇ Target Grant</li> </ul>	Ongoing, as needed	Teacher's conferencing with dept. chairs and principals about individual needs	Follow-up between principals and teachers; TAAS scores
1.5.4 Enhance technology skills of teachers and staff through targeted professional development	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Teachers</li> <li>◇ Staff members</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local funds</li> <li>◇ Region 17 ESC</li> </ul>	Throughout 2008-2009 school year	Opportunities communicated with teachers/staff	Number of teachers/staffs trained
1.5.5 Provide training in character education	<ul style="list-style-type: none"> <li>◇ Region 17 ESC</li> <li>◇ Principals</li> <li>◇ Teachers</li> <li>◇ Campus comm.</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local funds</li> <li>◇ PBS funds</li> </ul>	Fall 2008	Recognition of acts displaying good character	Discipline referrals, evaluation by campus committees

## 2008-2009 DISTRICT IMPROVEMENT PLAN

<b>PERFORMANCE OBJECTIVE #6: CATE</b>					
<ul style="list-style-type: none"> <li>• 90% of all Career and Technology Students will pass TAKS.</li> <li>• All students, grades 7-12, will have knowledge of CATE courses and will have access to CATE courses.</li> </ul>					
Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.6.1 Provide access to vocational and technical education program courses to all eligible students	<ul style="list-style-type: none"> <li>◇ School Board</li> <li>◇ Supt.</li> <li>◇ Jr. High and HS Principals</li> <li>◇ Jr. High and HS Counselors</li> </ul>	August 2008	CATE funds	Student choice cards	Courses scheduled
1.6.2 Conduct a comprehensive needs assessment and an overall program evaluation to determine areas of strength and weaknesses and determine the size, scope, quality, and effectiveness of CATE programs	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> <li>◇ CATE faculty</li> </ul>	May – August 2009	CATE Funds TAAS/TAKS surveys	Disaggregated data	Annual evaluation report of all individual programs and the overall CATE programs
1.6.3 Utilize the local advisory council in an annual review and update of instructional objectives to ensure relevance to current business/industry practices	<ul style="list-style-type: none"> <li>◇ CATE faculty</li> </ul>	Fall 2008 Spring 2009	CATE funds Perkins funds	Mid-year review of programs	Results of annual program review and update
1.6.4 Integrate CATE and academic program	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ CATE faculty</li> <li>◇ Academic staff</li> </ul>	On-going throughout 2008-2009 school year	Tech Prep	Meeting records Written plan for integration	Annual CATE program evaluation

1.6.5 Encourage students to pursue a coherent sequence of courses	◇ Counselors	Spring Semester, 2009	Perkins, SCE funds	Student choice cards	Courses scheduled
1.6.6. Ensure CATE students have a four year plan showing the coherent sequence they are pursuing	◇ Counselor	Fall 2008		Mid year check of student plans	Strategies developed
1.6.7 Preview PBMAS data elements as they relate to CATE programs	◇ Supt. ◇ Principals ◇ Counselors ◇ District and Campus committees	Spring Semester 2009	Perkins funds	PDMAS Risk Level report	Student participation/ Schedules/Class rosters
1.6.8 Provide course offerings in the following areas: Family and Consumer Sciences Business Education Building Trades Agricultural Sciences	◇ School Board ◇ Supt. ◇ Principals ◇ Counselors	August 2008	CATE funds Local funds	List of course offerings	Number of CATE students with four year plans on file with counselor
1.6.9 Continue to recruit and retain highly qualified CATE staff, including minorities	◇ Principals ◇ Campus Committees	Spring semester/ Summer 2008	CATE funds Local funds	Positions posted	Fully certified staff hired
1.6.10 Provide staff development for professional staff that is researched based with input from staff	◇ Principals ◇ CATE faculty	Fall 2008 Spring/ Summer 2009	Perkins funds Local funds	Staff development registrations	Attendance certificates
1.6.11 Ensure that information to parents is provided in the home language	◇ Supt. ◇ CATE faculty	Throughout 2008-2009 school year		List of translators	Copes of notices sent to parents

1.6.12 Provide opportunities for parents of CATE students to participate in school-sponsored activities	<ul style="list-style-type: none"> <li>◇ Administrators</li> <li>◇ Counselors</li> <li>◇ CATE faculty</li> </ul>	Throughout 2008-2009 school year	Perkins funds, Local funds, Title I funds, MEP funds, ESL funds	School calendar of parent involvement activities	Parent Sign-In sheets
1.6.13 Strive to provide CATE programs that lead students to receiving professional-level license and/or certification	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ CATE faculty</li> </ul>	Throughout 2008-2009 school year	CATE funds, Perkins funds, Technology funds, Local funds	Research presentation of possible course offerings	Courses offered for licensing/certification
1.6.14 Continue to provide Career Awareness programs in grades 7-12	<ul style="list-style-type: none"> <li>◇ Counselors</li> <li>◇ CATE faculty</li> </ul>	Spring 2009	CATE funds, Perkins funds, Local funds	Schedule of programs	List of participating students

## 2008-2009 DISTRICT IMPROVEMENT PLAN

<b>PERFORMANCE OBJECTIVE #7: DYSLEXIA AND 504 STUDENTS</b>					
<ul style="list-style-type: none"> <li>• 90% of all Dyslexia students will pass TAKS.</li> <li>• All students identified with dyslexia or a related disorder will receive appropriate instructional services.</li> </ul>					
Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.7.1 Identify students with dyslexia or a related disorder and provide appropriate instructional services	<ul style="list-style-type: none"> <li>◇ Supt</li> <li>◇ Principals</li> <li>◇ Dyslexia Staff</li> </ul>	August 2008, January 2009	Local	Staff training	List of students eligible for services
1.7.2 Provide a program for early identification, intervention, and support for students at risk for dyslexia or other reading difficulties	<ul style="list-style-type: none"> <li>◇ Dyslexia teachers</li> </ul>	August 2008	Local, Title I	Written procedures	Students identified
1.7.3 Annually align SBOE approved procedures and district/campus procedures	<ul style="list-style-type: none"> <li>◇ Dyslexia teachers</li> </ul>	August 2008	Local time	Draft of written procedures	Written procedures adopted
1.7.4 Provide services for students who may be eligible under Section 504	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ 504 Committee</li> </ul>	Daily throughout the 2008-2009 school year	Local, Title I	List of students identified	List of students served
1.7.5 Provide research based staff development for teachers of dyslexia students that uses individualized intensive, multi-sensory, and phonetic methods to teach reading with input from staff	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> </ul>	Summer 2008	Local	Training scheduled	Attendance certificates

1.7.6 Provide, when possible, services to student at his/her campus	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Dyslexia Staff</li> </ul>	Daily throughout the 2008-2009 school year	Local, Title I	Class schedules	List of students receiving services
1.7.7 Monitor student progress	<ul style="list-style-type: none"> <li>◇ Dyslexia teacher</li> </ul>	Each six weeks throughout the 2008-2009 school year	Local, Title I	Report cards	Skill mastery
1.7.8 Ensure teachers of dyslexia students have proper certification and/or endorsements	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> </ul>	Spring Summer 2009	Local, Title I, Part A Title II, Part A, ESC Training	List of teachers providing services	Teaching certificates
1.7.9 Conduct a comprehensive needs assessment to determine students in program areas of strengths and weaknesses	<ul style="list-style-type: none"> <li>◇ Dyslexia teachers</li> </ul>	Spring 2009	Local, TPRI and other assessment tests	List of students identified	Disaggregated data
1.7.10 Provide services for students according to their needs	<ul style="list-style-type: none"> <li>◇ Dyslexia teachers</li> </ul>	Daily throughout the 2008-2009 school year	Comprehensive needs assessment	Report Cards	Increase in test scores
1.7.11 Provide opportunities for parents of dyslexic students to participate in school-sponsored activities	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Dyslexia teacher</li> </ul>	Throughout the 2008-2009 school year	Local	School calendar of parent involvement activities	Parent Sign-In sheets

## 2008-2009 DISTRICT IMPROVEMENT PLAN

<b>PERFORMANCE OBJECTIVE #8: ESL</b>					
<ul style="list-style-type: none"> <li>• 90% of all English as a Second Language (ESL) students will pass TAKS.</li> <li>• All students in need of ESL services will be identified and served.</li> </ul>					
Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.8.1 Identify and provide all LEP Students an ESL program that develops proficiency in the comprehension, speaking, reading, and composition of the English language	<ul style="list-style-type: none"> <li>◇ ESL certified teachers</li> </ul>	Beginning of school year/as new students enrolled	ESL funds, Title I funds, Local funds, Title III funds, SCE (ESL/ESC Coop)	Home Language Survey  List of ESL students	RPTE Scores TAKS Scores
1.8.2 Conduct a comprehensive needs assessment of all ESL students to determine strengths and weaknesses	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ ESL teachers</li> </ul>	May 2009	TAKS, RPTE, LPAC Records, AEIS-It,	Disaggregated scores of students	Written annual evaluation of BE/ESL program
1.8.3 Reduce the number of parent denials for BE/ESL program	<ul style="list-style-type: none"> <li>◇ LPAC</li> </ul>	As needed		Conference with parents	List of students with denials
1.8.4 Provide staff development of professional staff as well as for paraprofessionals that is researched based with input from staff	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> </ul>	Throughout 2008/2009 school year	ESC ESL Coop ESC Title II SSA Title I, SCE	Registration for workshop	Attendance Certificates

1.8.6 Ensure that LEP students are not over represented in special education or underrepresented in G/T education	<ul style="list-style-type: none"> <li>◇ Supt</li> <li>◇ Principals</li> <li>◇ LPAC</li> </ul>	Fall 2008 Spring 2009		List of identified/recommended students in either program	PBMAS
1.8.7 Ensure that information to parents is provided in the home language	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ BE/ESL teachers</li> <li>◇ LPAC</li> </ul>	Throughout 2008/2009 school year	ESL funds, Title I funds, Title III funds, Local funds, MPE funds	List of qualified translators	Copies of notices sent to parents
1.8.8 Provide opportunities for parents of ESL students to participate in school-sponsored activities	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ ESL Teachers</li> <li>◇ LPAC members</li> </ul>	Throughout 2008/2009 school year	Local funds, ESL funds, MEP funds, Title I funds, CATE, Special Education funds	School calendar of parent involvement activities	Parent Sign-In sheets
1.8.9 Continue to recruit and retain highly qualified ESL staff including minorities	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Campus Committees</li> </ul>	Spring/Summer 2009	Local funds ESL funds	Positions posted	Fully certified staff hired

## 2008-2009 DISTRICT IMPROVEMENT PLAN

<b>PERFORMANCE OBJECTIVE 9: GIFTED AND TALENTED</b>					
<ul style="list-style-type: none"> <li>• 90% of all Gifted and Talented (G/T) students will pass TAKS.</li> <li>• All students in need of G/T services will be identified and served.</li> </ul>					
Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.9.1 Update G/T plan, including written policies that include provisions regarding furloughs, reassessment, exiting of students from program services, transfer student, appeals of district decisions regarding program placement	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> </ul>	Fall 2008	Local	Agendas, minutes, sign-in sheets	Written policies, handbooks
1.9.2 Continue an annual student nomination process with particular focus on BE/ESL, economically disadvantaged, special education, migrant, and minority student nominations and/or placements	<ul style="list-style-type: none"> <li>◇ Counselors</li> <li>◇ Teachers</li> </ul>	Throughout the 2008-2009 school year	Local	Training of staff on G/T characteristics	List and records of student nominations
1.9.3 Provide an advanced and challenging curriculum to all G/T students in all grades	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	Throughout the 2008-2009 school year	Local, G/T funds, ESC	Lesson plans	Student projects/ Student scores TAAS/ TAKS/SAT/ACT

1.9.4 Ensure equity of opportunity for all students for identification selection, and placement of students that includes the use of native language and non-verbal assessment	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> </ul>	Throughout the 2008-2009 school year	Local, G/T funds	List of students to be tested	List of tests for students with language other than English/ Non-verbal test
1.9.5 Ensure a minimum of three appropriate criteria that include both qualitative and quantitative measures in the areas of general intellectual ability and/or specific academic fields in grades 1-12	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> </ul>	Fall 2008	Local, G/T funds, ESC	Planning meetings scheduled	Three criteria in place
1.9.6 Continue to provide opportunities for all professional staff to obtain 30 hours of G/T training	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> <li>◇ Teachers</li> </ul>	Throughout the 2008-2009 school year	Local, Title V, G/T funds	Staff development calendar	Attendance certificates
1.9.7 Revise and update G/T curriculum framework showing depth and complexity including the four core academic areas. Utilize PSP's to individualize and address student abilities and interests.	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> <li>◇ Teachers</li> </ul>	Fall 2008	Local	Notes, minutes from meetings	G/T curriculum revisions
1.9.8 Survey staff to determine staff development needs	<ul style="list-style-type: none"> <li>◇ Supt</li> </ul>	Spring 2009	Local	Survey	Summary of survey

1.9.9 Provide opportunities to work together as a group, work with other students, and work independently during the school day as well as the entire school year	<ul style="list-style-type: none"> <li>◇ Teachers</li> </ul>	Throughout the 2008-2009 school year	Local, G/T funds	Lesson plans, schedules	Student surveys
1.9.10 Conduct an annual evaluation, including surveys of families, students, program staff, and other district staff	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Counselors</li> </ul>	Spring 2009	Local	Survey	Summary report of survey
1.9.11 Ensure all teachers who teach in the G/T program have the proper certification and/or endorsements	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	Fall 2008	Local, G/T funds	Interviews	Teacher certificates
1.9.12 Encourage parental involvement and provide opportunities for parents to participate in school-sponsored activities i.e. annual meeting, UIL activities, etc.	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Teachers</li> </ul>	Throughout the 2008-2009 school year	Local	Parent involvement calendar	Sign-in sheets, surveys

## 2008-2009 DISTRICT IMPROVEMENT PLAN

<b>PERFORMANCE OBJECTIVE #10: MIGRANT STUDENTS</b>					
<ul style="list-style-type: none"> <li>• 90% of all Migrant students will pass TAKS.</li> <li>• All students identified as Migrant will receive appropriate instructional services.</li> </ul>					
Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.10.1 Identify a district contact person to coordinate the identification and recruitment of migrant students	◇ Supt	August 2008	Local	Observation	Susie Martinez
1.10.2 Train MEP coordinator in identification and recruitment	◇ ESC-17	August/ September, 2008	Local	Training scheduled	Certificate from training
1.10.3 Survey all new enrollees	◇ Supt.	Ongoing throughout 2008-2009 school year	Local	Interview	Eligibility determined
1.10.4 Complete COE's and send to ESC	◇ Supt	Ongoing throughout 2008-2009 school year	Local	COE completed	NGS data bank

1.10.5 Update migrant student list for PEIMS and other district personnel	<ul style="list-style-type: none"> <li>◇ Supt</li> <li>◇ PEIMS Coordinator</li> </ul>	As needed throughout 2008-2009 school year	Local	Student list	Student list
1.10.6 Refer migrant student list for PEIMS and other district personnel	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ PEIMS Coordinator</li> </ul>	As needed throughout 2008-2009 school year	Local	Log entries	Referrals made
1.10.7 Maintain a log of activities	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Migrant Coordinator</li> </ul>	As needed throughout 2008-2009 school year	Local	Log entries	Log entires

## 2008-2009 DISTRICT IMPROVEMENT PLAN

<b>PERFORMANCE OBJECTIVE #11: OPTIONAL EXTENDED YEAR</b>					
<ul style="list-style-type: none"> <li>• 90% of all students participating in Optional Extended Year Programs (OEYP) will pass TAKS.</li> <li>• All students identified as At Risk in Reading, Grades K-3, will have access to OEYP services.</li> </ul>					
Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.11.1 Identify students eligible for program according to district policies/procedures through an extended day, week, or year program	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Elem. Principal</li> <li>◇ OEYP teachers</li> </ul>	Fall 2008	OEYP	Report cards	List of eligible students
1.11.2 Conduct a pre-assessment and post-assessment of students to identify student strengths and weaknesses and evaluate the overall program	<ul style="list-style-type: none"> <li>◇ OEYP teachers</li> </ul>	Fall 2008 Spring 2009	OEYP, Local	Pre-assessment test	Post assessment test
1.11.3 Provide effective OEYP services to identified students	<ul style="list-style-type: none"> <li>◇ OEYP teachers</li> </ul>	Throughout 2008-2009 school year	OEYP	Benchmark assessments	TAKS scores

## 2008-2009 DISTRICT IMPROVEMENT PLAN

<b>PERFORMANCE OBJECTIVE #12: PRE-KINDERGARTEN</b>					
<ul style="list-style-type: none"> <li>• 90% of all PreK students will be prepared in such a way to prepare to pass 3<sup>rd</sup> grade TAKS</li> <li>• 90% of all PreK students will make measurable progress on reading readiness assessments Grades K-3</li> </ul>					
Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.12.1 Ensure that all teachers/ paraprofessionals teach in the program have the proper certification and/or endorsements	◊ Elem. Principal	August 2008	Local, Title I, Part A, Title II, Part A	Interview process	Teacher certificates
1.12.2 Provide research based staff development for professional/ paraprofessional staff with input from staff	◊ Elem. Principal ◊ ESC-17	Throughout the 2008-2009 school year	Local, Title I, Part A, Title II, Part A	Survey, staff development calendar	Attendance certificates
1.12.3 Provide parent involvement opportunities, with input from parents, so that parents may participate in school-sponsored activities	◊ Elem. Principal ◊ Elem. Campus Committee	Throughout the 2008-2009 school year	Local, Title I, Part A, MEP, ESL, Special Education	Parent involvement activity calendar	Dates on calendar, agendas, minutes of planning meetings, sign-in sheets

1.12.4 Provide a Pre-K curriculum reflecting a balance of all areas of learning and encourages children to be actively involved and experience a variety of activities and materials	◇ Pre-K Teachers	Throughout the 2008-2009 school year	Local	Observation, Lesson plan	Summary of assessment instruments
1.12.5 Provide activities i.e. registration day, roundup, classroom/campus visitation, to ensure a smooth transition for children into the public school	◇ Pre-K Teachers	Spring 2009	Local, Title I, Part A	Activities scheduled Notification, agenda, handouts	Observation
1.12.6 Identify four-year-old students through communication to the population in the district with children who are eligible in both English and Spanish	◇ Administration	May – July 2008	Local	Newspapers, Letters, Notices posted, etc.	Copies of notices

### 2008-2009 DISTRICT IMPROVEMENT PLAN

<b>PERFORMANCE OBJECTIVE #13: SPECIAL EDUCATION</b>					
<ul style="list-style-type: none"> <li>• 90% of all Special Education students will pass appropriate individual assessment</li> <li>• All students identified as Special Education will receive appropriate services</li> </ul>					
Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.13.1 Ensure all teachers and teacher assistants have the proper certification and/or endorsements and/or certificates of training required to teach in this special program	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principals</li> <li>◇ Special Education</li> <li>◇ Director</li> </ul>	August 2008	Special Education funds, Title I, part A, Title II, Part A	Review of personnel files	Teacher/Teacher assistants certificates on file
1.13.2 Provide research based staff development, with input from staff	◇ Principals, Special Education Director, Teachers, Teacher Assistants	Throughout 2008-2009 school year	Special Education, Title II, Part A, Title I, Part A	Staff development calendar	Attendance certificates

1.13.3 Ensure that all students with disabilities have access to the general curriculum	◇ ◇	Supt, Principals, Counselor, Special Education Director, Special Teachers, Regular Education Teachers	Throughout 2008-2009 school year	Special Education, Local, Title I, Part A	ARD/IEP	Student schedules
1.13.4 Provide training to teachers regarding modifying the curriculum for students with disabilities	◇	Special Education Director, ESC-17	Throughout 2008-2009 school year	Special Education, Local	Agenda	Sign-in sheets
1.13.5 Provide parental involvement and provide opportunities for parents of students with disabilities to participate in school-sponsored activities	◇	Special Education Director	Throughout 2008-2009 school year	Local, Special Education, Title I, Part A	Parent Involvement activity calendar	Sign-in sheets
1.13.6 Conduct a comprehensive needs assessment of students with disabilities to determine areas of strengths and weaknesses	◇	Special Education Director, Special Education Teachers	Throughout 2008-2009 school year	SDAA, TAKS, RPTE, TPRI, IEP's, etc.	Disaggregated data	IEP/Needs identified
1.13.7 Provide training to ARD committee	◇	Special Education Director, ESC-17	August 2008	ESC, Special Education funds	Training scheduled	Sign-in sheets

1.13.8 Address PBMAS risk levels of 2-3	◇	Special Education Director	Throughout 2008-2009 school year	Local	Agenda	Written strategies developed
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**2008-2009 DISTRICT IMPROVEMENT PLAN**

**PERFORMANCE OBJECTIVE #14: TITLE I SCHOOLWIDE**

- Petersburg ISD is a Title I, Part A Schoolwide Program with a student poverty rate of at least 50 percent that co federal funds with SCE funds to serve at-risk students in the School District with \$157,828.85 and 5.377 FTE's
- 90% of all students on the Title I Schoolwide Campuses will pass TAKS

Activities/Strategies/ Initiatives	Staff Responsible	Time Line	Resources	Formative Evaluation	Summative Evaluation
1.14.1 Determine total amount of SCE funds for campus/district to reduce the dropout rate and improve student performance for at-risk students	◇ Superintendent ◇ Principal	September 2008	◇ Total SCE \$157,828.85 For 2008-2009 FTE-5.377	CIP/DIP	CIP/DIP
1.14.2 Determine total full time equivalents (FTEs) If a person is funded 100% from SCE that is 1 FTE 50% = .5 FTE 25% = .25 FTE	◇ Superintendent ◇ Principal	September 2008	◇ Total FTE 2008-07 5.377- FTE	CIP/DIP	CIP/DIP
1.14.3 Develop a policy for identifying, entering, and exiting students from the SCE program	◇ Superintendent ◇ Principal	August 2008	◇ Local	Meeting to develop policy	Local policy

1.14.4 Identify students at risk of dropping out of school using state criteria	<ul style="list-style-type: none"> <li>◇ Administrator</li> <li>◇ Counselor</li> <li>◇ Teachers</li> </ul>	End of 1 <sup>st</sup> six weeks and through-out the school year as needed	◇ SCE	At-risk criteria distributed	List of at-risk students identified
1.14.5 Provide teachers with the confidential list of At-Risk students and supporting criteria used for identification	◇ Principal	Beginning of school	◇ Local	List developed	All teachers with list and supporting documentation
1.14.6 Conduct a comprehensive needs assessment which includes but is not limited to TAKS, dropout rate, RPTE, to identify areas to accelerate	<ul style="list-style-type: none"> <li>◇ Counselors</li> <li>◇ Teachers</li> <li>◇ Site base teams</li> </ul>	May or August	<ul style="list-style-type: none"> <li>◇ Local</li> <li>◇ Title I, Part A</li> <li>◇ SCE</li> </ul>	Data disaggregated for at-risk students	Results of comprehensive needs assessment
1.14.7 Serve K-12 grade students with below 75 avg. in 1 or more subjects through daily tutorials and concentrated, prescriptive teaching	Principal	Fall – May	<ul style="list-style-type: none"> <li>◇ SCE</li> <li>◇ Local</li> </ul>	Identified students placed in program	Report card grades End of year grades Completion rates
1.14.8 Serve pregnant students and parents through parenting programs	◇ Counselor	August – May	◇ SCE	Program outline and students placed in programs	High school completion rates

1.14.9 Serve LEP students through an accelerated program to acquire proficiency in the English language	<ul style="list-style-type: none"> <li>◇ ESL Teachers</li> <li>◇ Principal</li> </ul>	August – May	<ul style="list-style-type: none"> <li>◇ ESL funds</li> <li>◇ SCE</li> <li>◇ Local</li> </ul>	Progress reports LPAC Meetings	RPTE TAKS
1.14.10 Provide accelerated, intensive program for At-Risk students failing the TAKS through tutoring, computer-assisted instruction, extended day, week, year, specialized reading/math classes, etc.	<ul style="list-style-type: none"> <li>◇ Principal</li> </ul>	August – May	SCE	Progress reports Report card grades Benchmark tests	TAKS Completion rate
1.14.11 Provide program for students in AEP, expelled, on parole, probation and previous drop-outs	<ul style="list-style-type: none"> <li>◇ Principal</li> </ul>	August – May	<ul style="list-style-type: none"> <li>◇ SCE</li> <li>◇ Local</li> </ul>	Disciplinary records Report card grades	TAKS Completion rate GED
1.14.12 Compile a report that compares TAKS data of students at risk of dropping out of school and all other district students	<ul style="list-style-type: none"> <li>◇ Counselors</li> <li>◇ SCE staff</li> </ul>	May – August	<ul style="list-style-type: none"> <li>◇ SCE</li> <li>◇ AEIS-It</li> </ul>	Disaggregated data	Written report

1.14.13 Compile a report that compares high school completion between students of risk of dropping out of school and all other district students	<ul style="list-style-type: none"> <li>◇ Counselors</li> <li>◇ SCE staff</li> </ul>	May	<ul style="list-style-type: none"> <li>◇ SCE</li> <li>◇ AEIS-It</li> </ul>	Data collected	Written report
1.14.14 Provide research based staff development designed to assist students at-risk of dropping out of school for professional/paraprofessional staff with input from staff	<ul style="list-style-type: none"> <li>◇ Administrator</li> <li>◇ ESC</li> </ul>	Fall, Spring, Summer	<ul style="list-style-type: none"> <li>◇ Local, Title I, Part A, Title II, Part A, Title V, BE/ESL, MEP</li> </ul>	Staff development calendar	Teacher/ Paraprofessional attendance certificates Sign in sheets
1.14.15 Conference with parents. Encourage parental involvement and provide opportunities for parents to participate in school-sponsored activities i.e. open house, fall festival, UIL, parent booster clubs, etc.	<ul style="list-style-type: none"> <li>◇ Administrator</li> <li>◇ SCE staff</li> </ul>	August – May	<ul style="list-style-type: none"> <li>◇ Local</li> <li>◇ Title I, Part A</li> </ul>	Parent involvement calendar	Evaluation of parent involvement activities
1.14.16 Address PBMAS areas with Risk Levels 2/3	<ul style="list-style-type: none"> <li>◇ Administrator</li> </ul>	Spring	<ul style="list-style-type: none"> <li>◇ Local</li> </ul>	Agenda	Written strategies developed

1.14.17 Ensure schoolwide reform strategies that address areas of weaknesses as identified in the comprehensive needs assessment such as: (Accelerated Reader, Shurley Method, Saxon Phonics, Saxon Math, Content Mastery Lab, Computer Assisted Instruction, etc.)	<ul style="list-style-type: none"> <li>◇ Principal</li> <li>◇ Teachers</li> <li>◇ Campus. Comm.</li> </ul>	Daily throughout 2008-2009 school year	Title I, Part A Title II, Part A Title II, Part D Title IV, Title V, ESL, SCE, Local, Title III	Daily class schedules	Increased student scores in TAKS
1.14.3 Ensure instruction of all students by highly qualified staff	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principal</li> <li>◇ Counselor</li> </ul>	Daily throughout 2008-2009 school year	Title I Part A Title II, Part A Title II, Part D Title IV, Title V, ESL, Local, SCE, Title III	List of all teachers providing instruction	Teacher Certificates, Endorsements
1.14.17 Attend job fairs, recruit from teacher certification programs, advertisements to ensure avenues for attracting highly qualified teachers to high needs schools	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principal</li> <li>◇ Counselor</li> </ul>	Spring/ Summer 2009	Local	Course vacancy list	Highly qualified staff hirings
1.14.18 Ensure retention efforts of highly qualified staff are implemented	<ul style="list-style-type: none"> <li>◇ Supt.</li> <li>◇ Principal</li> <li>◇ Counselor</li> </ul>	Spring 2009	Local	Teacher Evaluations	Interviews

1.14.19 Provide parent involvement activities that are planned by parents in order to increase parent involvement	<ul style="list-style-type: none"> <li>◇ Principal</li> <li>◇ Counselor</li> <li>◇ Teachers</li> <li>◇ Parent representatives</li> <li>◇ Campus Comm.</li> </ul>	Throughout 2008-2009 school year	Title I, Part A Local	Parent Involvement activities scheduled on school calendar	Sign-in sheets at activities to determine increase/decrease
1.14.20 Conduct a preschool registration and/or round-up to assist children in the transition from early childhood programs to elementary school	<ul style="list-style-type: none"> <li>◇ Principal, Counselor, Pre-K, Early Childhood Teachers</li> </ul>	Spring 2009	Title I, Part A, Local	Scheduled/Teacher lesson plans/list of activities and/or handouts	List of children/parents attending
1.14.21 Conduct a survey of teachers to decide the use of academic assessments to improve achievement	<ul style="list-style-type: none"> <li>◇ Principal</li> <li>◇ Counselor</li> <li>◇ Campus Comm.</li> </ul>	Fall 2008	Local	Agenda item and/or survey	List of assessments to be used

<p>1.14.22 Provide effective, timely, additional assistance to students (including homeless students) who experience difficulty mastering the proficient or advanced levels of academic achievement standards through frequent monitoring of student progress and placement in supplemental programs in the core subject areas; especially students furthest away from demonstrating proficiency</p>	<ul style="list-style-type: none"> <li>◇ Principal</li> <li>◇ Counselor</li> <li>◇ Teachers</li> </ul>	<p>Each six weeks</p>	<p>Title I, Part A, ESL, Title III, Local, SCE, Title II, Part A, Title II, Part D, Title IV, Title V</p>	<p>Three week progress reports</p>	<p>Report Cards</p>
<p>1.14.23 Ensure that homeless children and youths are not stigmatized or segregated on the basis of their status as homeless</p>	<ul style="list-style-type: none"> <li>◇ Homeless liaison</li> </ul>	<p>Upon enrollment</p>	<p>Title I, Part A, SCE, Local</p>	<p>Enrollment records</p>	<p>Class Schedules</p>
<p>1.14.24 - Coordinate federal, state, and local services and programs and integration with the schoolwide program</p>	<ul style="list-style-type: none"> <li>◇ Principal</li> <li>◇ Counselor</li> <li>◇ Campus Comm.</li> <li>◇ ESC</li> </ul>	<p>Fall 2008</p>	<p>Title I, Part A, ESL, CATE, Dyslexia, Title II, Part A, Title II, Part D, Title III, Title IV, Title V, Title I, Part C, G/T, OEY, SCE, Local, Special Education</p>	<p>Agenda, minutes of meetings</p>	<p>List of programs by campus/district</p>

1.14.25 Coordinate, integrate, and consolidate Title I, Part A services with other educational services such as Head Start, Even Start, Reading First, Early Reading First, other preschool programs, LEP programs, special education programs, migratory children, neglected or delinquent youth, homeless children, immigrant children, CATE, G/T, At-Risk, and Dyslexia in order to increase program effectiveness, eliminate duplication, and reduce fragmentation of the instructional program	<ul style="list-style-type: none"> <li>◇</li> <li>◇</li> <li>◇</li> </ul>	Principal Counselor Campus Comm.	Fall 2008	Title I, Part A, BE/ESL, Special Education, Title III, <u>CATE</u> , <u>G/T</u> , <u>SCE</u>	Lessons plans, schedules, agendas and minutes of planning meetings	List of programs by campus/district
1.14.26 Evaluate parent involvement program and include parents in the process	◇	Principal	Spring 2009	Evaluation document	Results of evaluation	Adjustments made to program
1.14.27 Review parent involvement policy that is developed jointly, agreed upon, and distributed to parents	<ul style="list-style-type: none"> <li>◇</li> <li>◇</li> <li>◇</li> </ul>	Principal Counselor Campus Comm.	May 2009	Time	Meetings notifications, agendas, minutes, sign-in sheets, evaluation data of parent involvement	Sign-in sheets Agenda
1.14.28 Conduct an annual Title I meeting with parents in order to inform parents of their school's participation in Title I, Part A and to explain the requirements and rights of parents to be involved	<ul style="list-style-type: none"> <li>◇</li> <li>◇</li> </ul>	Principal Counselor	Fall 2008	Time	Meeting Scheduled	Sign-in sheets Agenda

1.14.29 Revise annually the School-Parent Compact and provide in English and Spanish/German	◇ ◇ ◇	Principal Counselor Campus Comm.	Spring 2009	Time	Agenda, minutes, draft of compact	Written compact
1.14.30 Provide staff development to teachers, administrators, other staff members and parents in order to collaborate and plan program goals and objectives for staff development that will build ties between parents and school	◇ ◇	Principal Counselor	May, August 2008	Time	Agenda, Minutes, handouts from planning meetings	Staff development calendar
1.14.31 Provide information/communications in a format and in a language that parents can understand	◇	Teachers	Throughou t the 2008- 2009 School year	Title I, Part A, ESL	List of interpreters/translators	Copies of information/ communications

## 2008-2009 DISTRICT IMPROVEMENT PLAN

**DISTRICT GOAL #2:** To develop a tradition of excellence based on pride, teamwork, and professionalism.

**PERFORMANCE OBJECTIVE #1:**

2.1 To involve all students in the development of a tradition of excellence.

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
2.1.1 Provide opportunities to celebrate success in reading program, academics,	◇ Campus Committees ◇ Principals	◇ Principal's Funds	Activities at completion of each six weeks	After each celebration activity	Evaluation by Campus committees

character, attendance, and TAKS;					
2.1.2 Create teams on each campus to be responsible for campus spirit activities, such as hall decorations, and create a standard for same	<ul style="list-style-type: none"> <li>◇ Principals</li> <li>◇ Teacher Advisors</li> <li>◇ Students</li> </ul>	<ul style="list-style-type: none"> <li>◇ Principal's Funds</li> <li>◇ ESC Teacher Workroom</li> </ul>	Created by November 2008	Principal's Evaluation	Teacher Advisors' Report to Campus Committees; Campus Comm. Evaluation
2.1.3 Plan and conduct leadership assemblies for students	<ul style="list-style-type: none"> <li>◇ Student Organizations</li> <li>◇ Teacher Advisors</li> <li>◇ Principals</li> </ul>	<ul style="list-style-type: none"> <li>◇ Student Organizations,</li> <li>◇ Student Council,</li> <li>◇ Principal's Funds</li> </ul>	One per semester	Student survey prepared by Student Councils	Student Council Report to Campus Committees; Campus Comm. Evaluation

## 2008-2009 DISTRICT IMPROVEMENT PLAN

### PERFORMANCE OBJECTIVE #2:

2.2 To involve all faculty and staff in the development of a tradition of excellence and professional teamwork.

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
2.2.1 Develop district mission statement and campus mission statements	<ul style="list-style-type: none"> <li>◇ Campus Committees</li> <li>◇ Principals</li> </ul>		Developed by December 2008	Posted in each classroom and office	Evaluation by Campus and District Committees
2.2.2 Conduct	<ul style="list-style-type: none"> <li>◇ Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>◇ Local Funds</li> </ul>	Throughout 2008-	Visibility	Evaluation by

teambuilding efforts, such as eagle pins for staff	◇ Principals		2009 school year		Campus and District Committees
2.2.3 Provide district-wide teambuilding activities	◇ Administrators and Staff	◇ Supt.'s and ◇ Principal's Funds	Throughout 2008-2009 school year	Teacher input	Evaluation by Campus and District Committees
2.2.4 Implement character education program	◇ Principals, Lead All faculty	◇ Local Funds for training	Staff development implementation throughout 2008-2009 school year	Teachers' lesson plans	Evaluation by Campus and District Committees, including number of discipline referrals and student attitudes/behavior
2.2.5 Involve students in peer-tutoring across campuses	◇ Student Council ◇ Principals ◇ Teachers		Throughout 2008-2009 school year	Student and teacher input	Evaluation by students and teachers involved
2.2.6 Maintain in-house mentoring program for new teachers	◇ Principals ◇ Lead teachers ◇ New teachers	◇ Training, ESC-17	Establish mentor relationships by August 2008, continue throughout 2008-06 school year	Principal conference with mentor and mentee	Teacher evaluations

### **2008-2009 DISTRICT IMPROVEMENT PLAN**

#### **PERFORMANCE OBJECTIVE #3:**

2.3 To involve parents, alumni, and community members in the development of a tradition of excellence.

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
2.3.1 Hold annual All School Reunion	◇ Volunteer community members	◇ Local Funds ◇ Community resources	Homecoming 2008	Number of attendees	Number of attendees; evaluation by District Committee
2.3.2 Recruit parent volunteers for academic and extracurricular activities	◇ Campus Committees ◇ Booster Club	◇ Local Staff	Throughout 2008-2009 school year	Number of parent volunteers	Number of parent volunteers, Evaluation by Campus Committees

2.3.3 Create a newsletter on each campus to be distributed to community and parents	◇ Principals	◇ Local Funds	Monthly throughout school year	Parent response	Parent response, Evaluation by Campus Committees
2.3.4 Provide ongoing opportunities for parents to understand the work of the school (e.g., open house, correspondence, conferences, orientations)	◇ Supt. ◇ Principals ◇ Teachers	◇ Local funds	Throughout 2008-2009 school year	Parent response	Parent response, Evaluation by Campus Committees
2.3.4 Create a quality webpage for district, each campus, and each teacher	◇ Technology Coordinator ◇ Principals ◇ Department Chairs ◇ Teachers	◇ Local Funds for training	By end of spring semester 2009	Viable webpages	Number of hits; Technology Coordinator report to District/Campus Committees
2.3.5 Create a parent email database for communication, to supplement existing communication efforts	◇ Principals' secretaries on each campus	◇ Registration packets (add request for email address)	By first progress reports	Parent feedback	Parent feedback, Evaluation by Campus Committees

## 2008-2009 DISTRICT IMPROVEMENT PLAN

**DISTRICT GOAL #3:** Our school facilities will be enhanced and maintained to provide a safe and secure environment conducive to learning, growth, development, and school pride.

**PERFORMANCE OBJECTIVE #1:**

3.1 To improve maintenance and cleanliness of facilities, and to continue to upgrade facilities.

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
3.1.1 Develop a district-wide short and long-term facility and maintenance schedule	<ul style="list-style-type: none"> <li>◇ Superintendent</li> <li>◇ Bus. Manager</li> <li>◇ Principals</li> </ul>	◇ Maintenance staff	August 2008	Superintendent and Principal Approval	Schedules completed; Evaluation by Supt.
3.1.2 Provide sufficient materials and equipment to accomplish scheduled tasks	<ul style="list-style-type: none"> <li>◇ School Board</li> <li>◇ Superintendent</li> </ul>	◇ Local Funds	August 2008	Adoption of budget with allocated resources; check tasks monthly	Evaluation by Supt.
3.1.3 Retain quality maintenance, grounds, facilities, and custodial employees	<ul style="list-style-type: none"> <li>◇ Superintendent</li> <li>◇ Asst. Supt.</li> </ul>	◇ Local Funds	Throughout 2008-2009 school year	Competitive compensation benefit package	Number of job turnovers, Evaluation by Supt.
3.1.4 Seek funds aggressively to implement the task force's recommendations	<ul style="list-style-type: none"> <li>◇ School Board</li> <li>◇ Superintendent</li> <li>◇ Task Force</li> <li>◇ Grant Writer</li> </ul>	◇ Outside funding sources	Throughout the 2008-2009 school year	Grant applications and other funding applications	Funding achieved

## 2008-2009 DISTRICT IMPROVEMENT PLAN

**PERFORMANCE OBJECTIVE #2:**  
3.2 Beautify grounds.

ACTIVITIES	Who's Responsible, Involved	Resources	Time Line	Formative Evaluation	Summative Evaluation
3.2.1 Develop district-wide short and long-term grounds maintenance schedule	◇ Superintendent	Local Funds	Throughout the 2008-2009 school year	Supt. Approval	Schedules completed and implements; Evaluation by Asst. Supt.
3.2.2 Involve student groups in beautification and maintenance program, with particular emphasis on elementary campus needs	◇ Superintendent ◇ Principals ◇ Student organizations and sponsors	Local Funds Student Activity Funds	Throughout the 2008-2009 school year	Student groups submit plan to Supt.	Plans implemented; Evaluation by Supt.