

Gold-Burg Independent School District

District Improvement Plan



2008-2009

GOLD-BURG INDEPENDENT SCHOOL DISTRICT

DISTRICT IMPROVEMENT PLAN

2008-2009

MISSION: The mission of the Gold-Burg Independent School District is to ensure that all Gold-Burg ISD students have access to a quality education which will enable them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our community, state, and nation.

Our mission statement is based on the belief that our students should be challenged and learning can be enhanced by teachers, leaders in the community, and parents serving as models of socially acceptable behavior for students. Believing that all children can learn, we propose to relate educational concepts in practical ways that will provide all our students the opportunity to reach their potential to become responsible and productive citizens.

It is the obligation of Gold-Burg ISD to prepare our students for the future, by providing the opportunity for them to learn a wide variety of academic, vocational, and technological skills so they can compete in the current socioeconomic environment.

State Compensatory Education funds will be used to support and upgrade the entire Title I schoolwide instructional program at Gold-Burg ISD.

District Improvement Planning

School Year 2008-2009

District: Gold-Burg ISD

Superintendent: Kenny Miller

Co-Chairperson – Louis Clayton, Principal

Committee Members – Kristi Cook, Cassie Freeman, David Winingham, Charlotte Haley, Pam DeMoss, Larry Kennedy, Cynthia Franklin, Beth Winingham, Robin Reynolds, Sherry Huff

State Goals and Objectives

Public Education Academic Goals [Texas Education Code, § 4.002]

To serve as a foundation for a well-balanced and appropriate education:

- Goal 1: The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- Goal 2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- Goal 3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- Goal 4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

Public Education Academic Goals [Texas Education Code, § 4.001 (b)]

The objectives of public education are:

- Objective 1: Parents will be full partners with educators in the education of their children.
- Objective 2: Students will be encouraged and challenged to meet their full educational potential.
- Objective 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective 4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective 5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective 6: The state's students will demonstrate exemplary performance in comparison to national and international standards.
- Objective 7: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective 8: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.
- Objective 9: Technology will be implemented and used to increase the effectiveness of students learning, instructional management, staff development, and administration.

FUNDS USED TO ENHANCE TITLE I PROGRAM

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

Data Reviewed

AEIS (TAKS by grade and student group)

PBMAS

AYP

Major Findings

Overall Secondary Math test scores need improvement

Overall Secondary Science test scores need improvement

Math and Science test scores improved from 2005-2006 to 2007-2008

Reading, Writing, ELA and Social Studies scores are above 80%

All scores are better than state averages

Major Concerns

Elementary Math Scores

Secondary Science Scores

Goal: Improve curriculum and instruction in Math.						
Measurable Performance Objectives(s) 80% of students will pass TAKS section of math					State Comp. Ed Amount of Money _____	
Summative Evaluation: TAKS results disaggregated by student and program groups.					FTE's _____	
Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required $\sqrt{}$ =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
1. Complete review of potential supplemental programs in particular, exam problem solving	Evaluation completed by Oct 2008	Christy Pae Gary Browning Region 9 Louis Clayton Substitute Release Time	<input checked="" type="checkbox"/>	All students 6-12 (Math)	Purchase by November 2008	
2. Complete Item Analysis for all students	Math passing standard	All Math Teachers L. Morton, Shelby Waller Region 9 Louis Clayton Substitute	<input checked="" type="checkbox"/>	All students 3-12 (Math)	End of Fall Semester 2008	
3. Evaluate CEI Math lab to determine improvement of Math TAKS performance at Elementary	Non-passing students scheduled Fall 2007	Danny Thomas Louis Clayton ARI/AMI funds	<input type="checkbox"/>	Math students that did not pass TAKS in previous year	Six Weeks	
4. Curriculum that aligns TEKS to the TAKS	Classroom observations CLC Training	Colby Broussard Christy Pae Louis Clayton Shelby Waller	<input checked="" type="checkbox"/>	7-8 Math students, High School Math models	2008-2009 School Year	
5. Paraprofessionals will be used to assist students	Six week grading periods	Elementary aides State Comp Ed	<input type="checkbox"/>	K-5 students	2008-2009 School Year	

Goal: Improve curriculum and instruction of Science						
Measurable Performance Objectives(s) 80% of tested students will pass the TAKS Science test					State Comp. Ed Amount of Money _____	
Summative Evaluation: TAKS results					FTE's _____	
Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required \checkmark =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
1. Students will understand mole ratio and stoichiometry through the use of manipulatives	80% average per student	Science Teacher Lesson Plans	<input type="checkbox"/>	Junior Science students	Prior to December 1	
2. Incorporate lab work for student understanding	Science passing standard (2100 scale score)		<input type="checkbox"/>	Students that take TAKS Science test	One lab each six weeks per class	
3. Complete Item Analysis for all students	Science passing standard	L. Morton, Region 9 Shelby Waller, Region 9 Substitute release time	<input checked="" type="checkbox"/>	Students that take TAKS Science test	December 15, 2008	
4. Science curriculum aligned to TEKS and TAKS	Lesson plans Classroom observations	Louis Clayton	<input type="checkbox"/>	Students that take TAKS Science test	2008-2009 School Year	

Goal: Gold-Burg ISD parents will become actively involved in the school and in their child's education.						
Measurable Performance Objectives(s) 50% of all parents will be involved in school activities					State Comp. Ed Amount of Money _____	
Summative Evaluation: School activity logs and parent conferences					FTE's _____	
Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required √=Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
1. Evaluate web portal for parents			<input type="checkbox"/>	All Students	2008-2009 School Year	
2. 3-week progress reports	Each grading period	All Teachers	<input type="checkbox"/>	All students	2008-2009 School Year	
3. Include parent communications with mailed progress report	Each grading period	All Teachers	<input type="checkbox"/>	All students	2008-2009	
4. Teacher/Parent meetings that satisfy NCLB requirements	Parent compact	Ringgold Elementary Teachers Leslie Christian Louis Clayton	<input checked="" type="checkbox"/>	Parents of all Ringgold Elementary students	October 15, 2008	

Goal: Students will remain in high school until they obtain a diploma.

Measurable Performance Objectives(s)
 The combined group of non-completion and drop-out students will not exceed 2%.
 State Comp. Ed Amount of Money _____
 FTE's _____

Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required $\sqrt{}$ =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
1. Vocational teachers and administrators will inform all levels of students regarding tech prep and school to work opportunities.	6 week intervals-	Louis Clayton Charlotte Haley	<input checked="" type="checkbox"/>	At-Risk Students	May 2009	
2. Students will receive individual counseling, including career decision making exercises, college tech school admission, and financial aid information.	Yearly	Louis Clayton, CATE Instructors, High School Allotment Funds	<input checked="" type="checkbox"/>	All Students	May 2009	
3. Students will be encouraged to become involved in UIL and extra-curricular activities.	Yearly	Louis Clayton Linda Fitzner Coaches	<input type="checkbox"/>	All Students	May 2009	
4. Professional Development training for teachers that enhance instructional strategies	Yearly	All teachers	<input checked="" type="checkbox"/>	All Students	May 2009	

Goal: All students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals. **(HIGHLY QUALIFIED RECRUITMENT AND**

RETENTION PLAN)

Measurable Performance Objectives(s)

1. 100% of core area academic subject area teachers will continue to be highly qualified for 2007-2008 school year.
2. 100% of core academic subject area classes taught by highly qualified teachers on each campus
3. Increase or maintain the percentage of teachers receiving high-quality professional development on each campus to meet 100%
4. Ensure low-income student and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-highly qualified teachers.
5. 100% of core academic subject area classes taught by highly qualified teachers on high poverty campuses
6. Attract and retain highly qualified teachers
7. Assist teachers not currently highly qualified to meet the highly qualified requirement in a timely manner

State Comp. Ed
Amount of Money _____

FTE's _____

Summative Evaluation: Highly Qualified Teacher Retention

Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required $\sqrt{}$ =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.	Number of positions posted Number of applications completed	Kenny Miller Local Funds	<input checked="" type="checkbox"/>	Number of positions posted Number of applications completed	June 16, 2008	
2. Establish an effective teacher mentoring system in order to retain highly qualified staff.	Mentor assignments Mentor records	Louis Clayton Region 9 Teacher Academy	<input checked="" type="checkbox"/>	All Teachers	June 16, 2008	
3. Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status.	Personnel files, professional development records, teacher interviews	Kenny Miller Louis Clayton	<input checked="" type="checkbox"/>	All Teachers	December 3, 2008	
4. Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure all staff is highly qualified.	Professional Development Records	Kenny Miller	<input type="checkbox"/>	All Teachers	August 1, 2008	

Goal: All students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals. **(HIGHLY QUALIFIED RECRUITMENT AND RETENTION PLAN), p. 2.**

<p>Measurable Performance Objectives(s)</p> <ol style="list-style-type: none"> 100% of core area academic subject area teachers will continue to be highly qualified for 2007-2008 school year. 100% of core academic subject area classes taught by highly qualified teachers on each campus Increase or maintain the percentage of teachers receiving high-quality professional development on each campus to meet 100% Ensure low-income student and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-highly qualified teachers. 100% of core academic subject area classes taught by highly qualified teachers on high poverty campuses Attract and retain highly qualified teachers Assist teachers not currently highly qualified to meet the highly qualified requirement in a timely manner <p>Summative Evaluation: Highly Qualified Teacher Retention</p>	<p>State Comp. Ed Amount of Money _____</p> <p>FTE's _____</p>
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Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required <input checked="" type="checkbox"/> =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
5. Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified	Personnel files, Professional development records	Kenny Miller Louis Clayton	<input checked="" type="checkbox"/>	All instructional aides	August 29, 2008	
6. Require any instructional aides not considered highly qualified to complete TOP training	Personnel files, Professional development records	Kenny Miller Louis Clayton	<input checked="" type="checkbox"/>	All instructional aides	August 29, 2008	
7. Require prospective staff members to complete alternative certification program such as iTEACHTexas or Webcentric in the event it becomes necessary	Personnel files, alternative certification program records Certification records	Kenny Miller Louis Clayton	<input checked="" type="checkbox"/>	New hires	August 29, 2008	
8. Inspect records and adjust scheduling to ensure that low-income and minority students have equal access to experienced, certified, and highly qualified teachers	Personnel files, Student Data: AEIS, PEIMS, Student Schedule	Kenny Miller Louis Clayton	<input type="checkbox"/>	All teachers/Minority & Low-Income Students	August 15, 2008	

Goal: State compensatory education programs will focus on helping at-risk students to graduate from High School.

Measurable Performance Objectives(s)
 All at-risk students will successfully complete current school year.

State Comp. Ed
 Amount of Money _____
 FTE's _____

Summative Evaluation: Student promotions and retentions.

Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required $\sqrt{}$ =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
1. TAKS classes Hold students accountable for grades Consider TAKS class for high school	3 and 6 wk teacher evaluations	TAKS Teachers Louis Clayton Comp Ed funds	<input checked="" type="checkbox"/>	Grades 3-8	Oct. 15, 2008	
2. Tutorials -76 or above have motivational activities	3 and 6 wk teacher evaluations	Louis Clayton TAKS Tutorial teachers	<input checked="" type="checkbox"/>	At-risk	Dec. 1, 2008	
3. K-8 Extended Year Program	Summer school records	Title funds Louis Clayton Kenny Miller Summer Instructors	<input checked="" type="checkbox"/>	At-risk	Summer 2009	
4. High School Credit Recovery Program	Summer school records	Title funds Louis Clayton Kenny Miller Summer Instructors	<input type="checkbox"/>	At-risk	Summer 2009	

Goal: Improvement in all areas of learning, (resource and regular ed.) to the point of full inclusion.

Measurable Performance Objectives(s) Students that are one to two years below grade level will be included	State Comp. Ed Amount of Money _____ FTE's _____
Summative Evaluation: CLASS, TEKS, AND IEP's	

Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required $\sqrt{}$ =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
1. Staff will be trained in Response to Intervention	Professional Development Records	Paula Tilker, Region 9 ESC Barbara Miller, Sped Coop Shelby Waller	<input checked="" type="checkbox"/>	K-12 Students	October 29, 2008	
2. Make District Staff aware of PBM, PBMAS activities that include SPED over-identification	<i>CIP from previous PBMAS indicators</i>	Kenny Miller Louis Clayton	<input type="checkbox"/>	All students	Dec. 1, 2008	
3. Utilize Student Support Teams	Student assessment records	Teachers Louis Clayton Cassie Freeman	<input type="checkbox"/>	K-12 Students	Feb. 1, 2009	
4. Move toward full inclusion to help prepare students for on-grade-level testing	IEPs	Cassie Freeman Pam DeMoss Louis Clayton Regular Ed teachers	<input type="checkbox"/>	K-12 Resource Students	March 1, 2009	
			<input type="checkbox"/>			

Goal: Gold-Burg ISD students and staff will provide a safe and secure environment for education and extracurricular activities

Measurable Performance Objectives(s)

1. Improve campus emergency procedures during the 2008-2009 school year
2. Respond to any incidents related to teen dating violence and sexual violence

State Comp. Ed
Amount of Money _____

FTE's _____

Summative Evaluation: AEIS report

Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required $\sqrt{}$ =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
Conduct bus evacuation drills	Successful and safe evacuation of students	Kenny Miller Louis Clayton Bus Drivers	<input type="checkbox"/>	All students	November 2008	
Prepare for unwanted intruders by conducting class room lock down	Successful lock down drills	Kenny Miller Louis Clayton Faculty and Aides	<input type="checkbox"/>	All students	November 2008	
Develop an implementation plan for the dating violence policy	Completed dating violence plan that meets the state legislated requirements	Kenny Miller Louis Clayton DIT Region 9 ESC	<input checked="" type="checkbox"/>	All Students	September 19, 2008	

Goal: Gold-Burg ISD will meet the intent and purposes of the federal programs included on a school-wide campus, with the purpose of improving the entire educational program.						
Measurable Performance Objectives(s) Improved performance of children in relation to state content and student performance standards.					State Comp. Ed Amount of Money _____ FTE's _____	
Summative Evaluation: AEIS report						
Activity(ies)	Formative Assessment Check Points (Mo-Year) Liaison	Resources Budget Amount Source-Person Responsible SCE#	Staff Development Required $\sqrt{}$ =Yes	Targeted Programs/ Student Populations	Benchmark Timelines	
Provide opportunities for all children to meet the states proficient and advanced levels of student performance	Assessment results	Kenny Miller	<input type="checkbox"/>	All students	Year Round	
Increase the amount and quality of learning time geared toward problem solving	Schedule	Louis Clayton	<input type="checkbox"/>	All students	Year Round	
Meet the educational needs of historically under-served populations, but particularly the needs of target populations of any programs.	TAKS Results	Louis Clayton	<input type="checkbox"/>	All Students	Year Round	
Measures to insure that students difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.	TAKS Results	Louis Clayton	<input type="checkbox"/>	All Students	Year Round	
Periodic training for teachers in how to identify difficulties and to provide assistance to individual students.	Professional Development Records	All Teachers	<input checked="" type="checkbox"/>	All Students	Year Round	
Focus on problem solving Increase Parent involvement so that parents can help improve student's performance levels.	Logs of parent activities	All Faculty and Staff	<input type="checkbox"/>	All students	Year Round	