

# ALVORD INDEPENDENT SCHOOL DISTRICT DISTRICT IMPROVEMENT PLAN 2018-2019

## Mission Statement

It is the purpose and mission of the Alvord Independent School District to provide a safe environment and a sound educational program for all students allowing them to develop to their full potential intellectually, physically, and socially in order to be responsible citizens and contributing members of society. Inherent within this purpose and mission is the belief that all students can learn and that the school, the home and the community can make a difference in the lives of its students.

### DISTRICT DECISION MAKING COMMITTEE

Dr. Randy Brown, Chairperson

### PROFESSIONAL STAFF

Aaron Tefertiller, High School Principal

Jessica Bull, Middle School Principal

Bridget Williams, Elementary Principal

Jenna Clark, Secondary Counselor  
Mindy Markum, Elementary Counselor  
Mechelle Wright, High School Teacher  
Kathy Jo Nance, High School Teacher  
Jennifer Bradley, High School Teacher  
Clayton Roberts, High School Teacher  
Stacy Alexander, Middle School Teacher  
Melissa Bailey, Middle School Teacher  
Lisa Thurman, Middle School Teacher  
Carrie Walker, Elementary Teacher  
Tammie Klein, Elementary Teacher  
Sarah Campbell, Elementary Teacher  
Rebecca Berend, Elementary Teacher  
Carrie Morgan, Elementary Teacher

**PARENTS:**

Jenny Chambers  
Melissa Nivens  
Lynnette Edwards  
Michelle Rasmussen

**BUSINESS/COMMUNITY**

Teresa Mader, Business Owner  
Larry Mader, Business Owner

## KEY TO ACRONYMS

ACT	No longer an acronym (student college entrance exam) Average Daily
ADA	Attendance (student attendance measurement) Alternative Education
AEP	Placement (disciplinary placement for students) Accelerated Reader
AR	Program
CATE	Career and Technology Education (old vocational program)
DEIC	District Education Improvement Committee
ORA	Reading test for first grade students
ESC XI	Education Service Center (located in Fort Worth to assist school districts)
ESL	English as a Second Language (program for students from non-English speaking homes)
FTE	Full-Time Equivalency (method for quantifying teacher units)
G/T	Gifted and Talented
LSBF	Lake Shore Building Fluency (reading test for second grade students)
PALS	Peer Assistance Leadership (older students helping younger students)
PLAN	Not an acronym (name of a test that predicts student performance on the ACT test) Pre-
PSAT	Scholastic Aptitude Test
PTO	Parent Teacher Organization
SAT	Scholastic Aptitude Test (student college entrance exam)
SCE	State Compensatory Education
SDFSC	Safe and Drug Free School Compensation
SI	Study Island (provides teachers with knowledge of student performance for TAKS/STAAR)
STAR	Reading test for first and second grade students
STAAR	State of Texas Assessments of Academic Readiness
TAKS	Texas Assessment of Knowledge and Skills (Texas grades 11/12 student testing)
TEC	Texas Education Code (Texas school law)
TEKS	Texas Essential Knowledge and Skills (State Curriculum)
TPRI	Texas Primary Reading Inventory (reading test for all kindergm1en, first and second grade students)

## **Goal #1:**

All student groups taking the STAAR ELAR, social studies, and science and math tests will meet or exceed the state standard on each assessment

## **Objectives:**

### Math

- All Students will score at Level 2 or higher in the year 2018-19.
- African American students will score at Level 2 or higher in the year 2018-19.
- Hispanic students will score at Level 2 or higher in the year 2018-19.
- Economically Disadvantaged students will score at Level 2 or higher in the year 2018-19.
- White students will score at Level 2 or higher in the year 2018-19.

### ELA

- All Students will score at Level 2 or higher in the year 2018-19.
- African American students will score at Level 2 or higher in the year 2018-19.
- Hispanic students will score at Level 2 or higher in the year 2018-19.
- Economically Disadvantaged students will score at Level 2 or higher in the year 2018-19.
- White students will score at Level 2 or higher in the year 2018-19.

### Social Studies

- All Students will score at Level 2 or higher in the year 2018-19.
- African American students will score at Level 2 or higher in the year 2018-19.
- Hispanic students will score at Level 2 or higher in the year 2018-19.
- Economically Disadvantaged students will score at Level 2 or higher in the year 2018-19.
- White students will score at Level 2 or higher in the year 2018-19.

### Science

- All Students will score at Level 2 or higher in the year 2018-19.
- African American students will score at Level 2 or higher in the year 2018-19.
- Hispanic students will score at Level 2 or higher in the year 2018-19.
- Economically Disadvantaged students will score at Level 2 or higher in the year 2018-19.
- White students will score at Level 2 or higher in the year 2018-19.

**Goal #1 (Continued):**

All student groups taking the TAKS Exit Level Tests will master each portion of the assessment.

**State Compensatory Education Funds: \$354,444 FTEs=6**

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Provide tutorials/RTI for acceleration in core subject areas as required.	Campus Principals	Local Funds and SCE Funds	Progress Reports Report Cards Teacher Assessment	Three weeks Six weeks Semester	STAAR and TAKS Results
Provide accelerated reading, science, and math instruction in secondary schools.	Teachers Campus Principals	SCE Funds Salaries \$176,476 Study Island	Progress Reports Report Cards Teacher Assessment	Three weeks Six weeks Semester	STAAR and TAKS Science, Reading and Math Results
Provide summer school instruction for elementary, middle school and high school students as needed.	Teachers, Campus Principal	SCE Funds Salaries \$12,700	Teacher Tests Pretest and Posttest Weekly Progress Reports	Daily Weekly End of Session	Promotion Rate Report Cards
Assess student progress for STAAR/TAKS mastery in grades 2-12.	Teachers Campus Principals Counselor	Local Release Tests, Benchmarks, Reading Assessments	Computer Generated Assessment, Objective Based Tests, Release STAAR/TAKS	August 2017- May 2018	STAAR and TAKS Results
Support Professional Development Training for TEKS alignment with TAKS and STAAR preparation.	Campus Principals, Teachers, Superintendent	Local, SCE Funds, Fund 255 \$12,454	Training Sessions as Available, Certificates of Training,	Training Dates	TEKS/TAKS Alignment, STAAR and TAKS Results

Provide Staff Development Training and Certify Teachers for ESL.	Campus Principals	Local Funds \$800	Training Sessions as Available	Training Dates	Number of Certified Personnel
Supplement Regular Classroom Instruction to support special education students through Content Mastery and Inclusion.	Special Education Teacher, Regular Education Teacher, Campus Principal	Special Education Funds	Progress Reports, Report Cards, Teacher Made Tests	Three Weeks, Six Weeks, Semester, and End of Course Reports	STAAR and TAKS Results, Student Progress, Alternative Assessment Results
Ensure Gifted and Talented Training to meet annual requirements and updates	Campus Principals G/T Teachers, Local Resource Person	Region 11, G/T Funds \$1,250	Certificates of Training	Training Dates, In-service	Training Completion, Teacher Training Records
Expand Course Offerings in the CATE Program. Include integrated planning of CATE staff with all subject area teachers and special program teachers.	High School Principal, Counselor, and Teachers	CATE and Local Funds \$325,635	Lesson Plans, Master Schedule, Course Offerings	August 2017 Weekly and Six Weeks	CATE Annual Evaluation Report
Implement the district technology plan to support the use of technology in instruction programs, including training for instructional uses, technical support, and maintenance on all campuses.	Campus Principal, District Technology Coordinator	Technology Allotment, Local Funds, SSI Grant,	Lesson Plans, Principal Observations	Weekly Six Weeks	PDAS, STAAR and TAKS Results, Report Cards

Review district dyslexia plan for identification, placement, and services for dyslexic students.	Campus Principals, Dyslexia teachers	SCE Funds \$35,903 Dyslexia Plan	CARE Team Meetings/Minutes	Annually in April	Dyslexia Plan/Services and Assessment Results
Create new learning opportunities for Special/Regular Education students and staff.	Campus Principals Teachers, Technology Director	Local, SCE \$15,000	With inclusion, technology and staff training.	June 2017- July 2018	Evaluation of Needs Assessments
Increase G/T opportunities for students.	G/T Teachers and Campus Principals	G/T and Local Funds \$3,950	Student Projects Field Trips	August 2017- May 2018	Student Projects, Portfolios
Provide appropriate Reading Instruction and assessments.	Campus Principals, Teachers, Counselor	Local and SCE Funds	Progress Reports, Report Cards, TPRI, DRA, Telpass	Three Weeks, Six Weeks, Test Dates	STAAR and TAKS test results.



**Goal #2:**

Student Attendance will meet or exceed the state standard for attendance.  
 The dropout rate will meet the state standard of 1 % or less in the school year 2018-2019.

**Objective:**

For the 2018-2019 school year:  
 The student attendance rate will improve from 96% to 97%.  
 The dropout rate will be 0% in the school year 2018-2019.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Provide Programs for Drop-Out Prevention such as: Acceleration Classes, Credit Recovery options, Saturday School, District Attendance Policy, Recognition and Rewards for Perfect Attendance, Phone call to all absentees.	Campus Principals, Counselor, Teachers, Campus Secretaries, School Nurse	SCE Funds, Local Funds and Activity Funds	Progress Reports, Report Cards, Attendance Reports, Saturday Attendance Reports,	Three Weeks, Six Weeks	ADA Report, Six Weeks Report, Semester Report, Drop-Out Rate
Provide Services for Pregnant Students	School Nurse, County Nurse, Counselor	Local Funds, County Grant Nurse Homebound Teacher	Attendance Reports, Report Cards, Progress Reports	Three Weeks, Six Weeks	Attendance Rate, Drop-Out Rates

**Goal #3:**

The high school campus will meet or exceed the state standards for SAT/ACT testing in 2018-2019.

**Objective:**

The high school campus will increase the percent of students taking the SAT/ACT to 75% in 2018-2019.

The high school campus will increase the percent of students scoring above the criterion on the SAT to 60% and ACT to 60%.

The high school campus will meet or exceed the college readiness benchmark scores for college courses on the ACT.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
In accordance with TEC 51.803, juniors and seniors will be notified that the top 8% of the graduating class will receive automatic admission to state colleges and universities. Begin at eighth grade level.	Counselors	Classroom meeting, Orientation meetings, posters	Notices posted Meeting Agendas	Annually	SAT/ACT Data, Class Rankings, College admissions
Locally provided High School ACT/SAT testing site and encourage more advanced study preparation activities.	Counselor and Principal	Brochures, PSAT and PLAN. Online study programs.	SAT/ACT Registration, PSAT/PLAN Registration	As Scheduled	SAT/ACT Data, PSAT/PLAN Data

**Goal #4:**

Provide a safe and orderly school climate that is conducive to learning.

**Objectives:**

Discipline referrals will decrease in 2018-2019.

Tobacco, Alcohol, and Drug (TOAD) offenses will decrease in 2018-2019.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Provide District AEP Program for Disciplinary Infractions	Superintendent Campus Principals	Local Funds	AEP Referrals, Attendance Reports	Monthly	Attendance Rate, Drop-Out Rate, PEIMS 425 Report
Provide Curriculum and services to support Safe and Drug-Free Schools and Communities including the following: a. Drug Dog b. Drug testing for extracurricular activities c. Red Ribbon Week Activities d. Guest Speakers e. Awareness Training f. g. Increase Security Cameras	Campus Principals Counselors Student Council Wise County Sheriff's Department	Local Funds ESC 11 Students	Discipline referral report Student Participation Incident Report Red Ribbon Week Activities	Monthly	Annual Evaluation Report  Incident Report

Anti-Bullying Campaign	Principals Teachers Counselors	Principals Counselors Teachers Handbooks Students Wise Co. Sheriff's Dept. Local Funds	Student Responses Student Participation Stay ALERT	August 2018 – August 2019	Incident Reports
------------------------	--------------------------------------	---	--	------------------------------	---------------------

**Goal #5:**

Increase parent and community involvement in all schools during 2018-2019.

**Objectives:**

Increase the number of parent and community participants. Some examples of activities are as follows:

- a. Volunteers
- b. High School Orientation
- c. Financial Aid Parent Meetings
- d. Parent/Grandparent Breakfast
- e. Jump Rope for Heart
- f. Title I Parent Meeting
- g. Fall Festival
- h. Academic Awards Programs
- i. FFA Banquet
- j. Athletic Banquet
- k. Rise and Shine
- l. Awards Assembly (HS)
- m. Family Breakfast/Open House
- n. Family Reading Night
- o. Kindergarten Graduation
- p. Band Concerts

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
<p>Participate in the identification of district wide activities and /or events that motivate parents to visit the schools and support the programs.</p> <ul style="list-style-type: none"> <li>a. Meet the Teacher Night</li> <li>b. Bulldog Mania</li> <li>c. Hoopla</li> <li>d. Christmas Program</li> <li>e. PTO</li> <li>f. Awards Banquet</li> <li>g. Friends of the FFA</li> <li>h. Breakfast (Parents/Grand Parents)</li> <li>i. Booster Club</li> <li>j. Book Fairs</li> <li>k. Field Day</li> <li>l. Pep Rallies</li> <li>m. Graduations</li> <li>n. Parent/student orientation</li> <li>o. Monthly Rise and Shine programs</li> <li>p. 5<sup>th</sup> grade Spirit Team</li> <li>q. Band Concerts</li> <li>r. Athletic Events</li> </ul>	<p>Superintendent Campus Principals Counselor Teachers Student Council Volunteers Sponsors Librarian</p>	<p>DEIC Student Handbook Schedules Scholarship and Financial Aide information Texas Grant Volunteers</p>	<p>Sign-in Sheets Parent and Student Participation Community Attendance</p>	<p>August 2018 – May 2019</p>	<p>Number of Student, Parents, and Community Attending</p>

## **Goal #6:**

Develop a comprehensive needs assessment for each campus. (2018-2019)

### **Objectives:**

Provide new instructional delivery options available to all students and provide additional training for staff that more effectively meet the needs of diverse learners with the following tools:

1. Continue training in using interactive white boards (Smart Boards) in classrooms as needed.
2. Provide additional technological training as identified in surveys, etc.
3. Provide a PK-2 math assessment tool to track individual progress.
4. Continue the Reflex Math and Gizmos Science programs.
5. Provide additional tutoring, extended day, etc. for students in need.
6. Provide more focus on Science instruction at AES.
7. Continue the use of Study Island at AMS.
8. Expand the Great Expectations training for more staff members.
9. Continue to look for ways to increase security in all locations.
10. Continue to provide or develop ways for staff to receive quality staff development opportunities.
11. Provide TPRI, DRA, Reading, BOY, MOY, EOY STAAR Test.
12. Add Science equipment where needed.
13. Provide Guided Reading materials and supplies.
14. Continue drug dog program at middle school and high school along with drug intervention programs.
15. Add calculators as needed for math and science.
16. Conduct PK-5 programs on career awareness and guidance.
17. Expand Art program.
18. Provide appropriate instructional support systems for at-risk, special education, 504, ESL students
19. Provide additional instructional support for At-Risk and ESL students.

21. Provide RTI training for staff as needed.
22. Provide ARD Committee training as needed.
23. Strive to have a collaborative team at each campus.
24. Provide anti-bullying programs at all campuses and continue to utilize StayALERT.
25. Utilize and evaluate student performance on STAAR assessments to track individual student progress.
26. Strive to provide more parent involvement on each campus.
27. Provide staff training opportunities in researched-based strategies and methods for instruction.
28. Provide training for identifying and utilizing level 2 and 3 questions.
29. Provide training for teachers to enhance student writing capabilities.
30. Increase the percentage of students scoring at the Advanced Level on STAAR tests.
31. Use more hands-on lab experiences in Science classes at each campus.
32. Continue to strengthen the curriculum alignment both horizontally and vertically.
33. Provide Dual Credit course textbooks for students.
34. Provide Kilgo training for staff involved with core curriculum, as needed.
35. Emphasize and expand a quality CATE program.
38. Develop a variety of tutorial settings to improve student success.
39. Provide Inclusion training for the staff as needed.
40. Provide 504 training for the staff as needed.
41. Provide ESL training opportunities and increase the number of staff certifications.
42. Provide Gifted and Talented training opportunities and increase the number of staff certifications.
43. Continue training on the STAAR-One Item Bank and AWARE testing.
44. Provide necessary staff training for Pre-AP, AP and Dual Credit.
45. Create a push for Parent Portal access by the parents. Provide parent training as needed.
46. Explore the possibility of a middle level PTO/PTA.
47. Provide additional training sessions for parents regarding bullying.
48. Pursue grants as they become available.
49. Evaluate existing facilities and develop a plan for improvement where needed.



**Goal# 7:** Attract and retain certified teachers and aides at all levels.

**Objectives:** Develop a system that attracts certified staff, continues to emphasize staff morale and encourages professional growth and advancement.

1. Continue utilizing Region 11 Frontline Applicant Tracking System to attract certified applicants.
2. Survey staff for professional growth needs and provide quality training opportunities for them.
3. Utilize campus improvement teams for input and comprehensive planning purposes.
4. Limit extra duties for teachers whenever possible, give them the maximum time to teach and plan.
5. Have a school system that is positive, encouraging and promotes teamwork among all staff
6. Encourage staff collaboration at each campus.
7. Celebrate successes at each campus.

**Goal #8:** Eliminate bullying, harassment, etc. at school.

**Objectives:** Develop policies and procedures along with staff/student training that effectively creates a school environment in which all students feel safe and secure and do not engage in bullying, harassment, etc.

1. Provide both student and staff training regarding anti-bullying and the policies in effect to prevent these types of behaviors at school.
2. Utilize the StayALERT Program for students, staff, parents, etc. to report confidentially any suspected or observed acts of bullying, harassment, crime or other unsafe actions.
3. Provide guest speakers during the school year to enhance the educational process regarding anti-bullying, etc.
4. Utilize student groups to help promote mutual respect and courtesy for all people.

Goal #9	Certified Staff: by the end of 2018-2019, all students will be taught by certified teachers who are assisted by certified paraprofessionals.
Performance Measures	<ol style="list-style-type: none"> <li>1. 100% of core area teachers will be certified by the end of the school year.</li> <li>2. 100% of instructional paraprofessionals will meet the certified standards by the end of the school year.</li> <li>3. 100% of new hires will meet certified status prior to employment.</li> <li>4. ESSA Indicator 3.1: The percentage of classes being taught by certified teachers in the aggregate and in high-poverty schools will be 100%.</li> <li>5. ESSA Indicator 3.2: The percentage of teachers receiving high-quality professional development will be 100%</li> <li>6. ESSA Indicator 3.3: The percentage of instructional paraprofessionals (excluding those with sole duties as translators and parental involvement assistants) who are certified will be 100%.</li> </ol>
Summative Evaluation	Personnel files, certified worksheets, and principal attestations.

Strategy/Activity	Target Population	Person Responsible	Budget/Resources	Formative Assessment	Benchmark Timeline
1. Conduct recruitment activities to ensure certified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.	All Staff Members	Superintendent	Local Funds Title I	Number of positions posted Number of applications completed Number of visits on the web page counter	September February May
2. Establish an effective teacher mentoring system in order to retain certified staff.	All Teachers	Campus Principals	Local Funds Title I	Mentor assignments Mentor conference logs Mentor journals	August December April
3. Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet certified status.	All Teachers	Human Resources Director	Local Funds Title I	Personnel files Professional Development records Teacher interviews	August August August
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 certified	All Teachers	Campus Principal	Local Funds Title I	Number of teachers in ACPs Professional Development records	August August August

Strategy/Activity	Target Population	Person Responsible	Budget/ Resources	Formative Assessment	Benchmark Timeline
5. Analyze data from paraprofessionals' files to ensure all instructional aides are certified.	All Instructional Paraprofessionals	Superintendent's Administrative Assistant	Local Funds Title I	Personnel Files Professional Development records	August August
6. Provide incentives for teachers to attain ESL/GT certification.	All Teachers	Superintendent	Local Funds Title I	Staff Development records, Stipends paid	August June
7. Assign certified teachers in equal proportions to all campuses, including low-income and minority areas.	All Teachers	Superintendent/ Campus Principals	Local Funds Title I	Personnel Files Personnel Files Campus Demographics	August August

## **Goal #10**

### **ALVORD INDEPENDENT SCHOOL DISTRICT SCHOOLWIDE PROGRAM- ALVORD ELEMENTARY SCHOOL**

1. Conduct a comprehensive needs assessment (CNA) of the entire school.
2. Ensure school wide reform strategies that address areas of weakness as per CNA.
3. Ensure instruction of all students by certified staff.
4. Provide/require attendance of research based staff development for all staff
5. Attend job fairs, recruit from teacher certification programs and advertise openings.
6. Provide parent involvement activities that are planned by parents.
7. Conduct a preschool registration and or round-up to assist children transition.
8. Conduct a survey of teachers to decide the use of alternative assessments.
9. Provide effective, timely additional assistance to students having difficulty in school.
10. Coordinate federal, state, and local services and programs including other educational services.