

*Electra Independent School District
District Improvement Plan
2008-2009*

***Providing
Relevant
Individualized
Diverse
Education***



Comprehensive Needs Assessment 2008-2009

Data Reviewed

I. District Trends

- A. Student enrollment
- B. Attendance
- C. Student and teacher demographics
- D. Teacher experience
- E. Graduate survey

II. Evaluation of 2007-2008 District Plan

III. Student Data

A. TAKS

- 1. Grade level performance
- 2. Demographics

B. NCLB Guidelines

C. NCLB Adequate Yearly Progress (AYP)

D. Special Programs

- 1. CEI lab
- 2. Gifted and Talented
- 3. Dyslexia
- 4. Career Technology
- 5. Tutorial Programs
 - a. TAKS Classes
 - b. After school Tutorials
- 6. Special Education

E. Student Discipline

- 1. Dinsmore, Electra Junior High School, Electra High School
- 2. In-school Suspension
- 3. District Alternative Education Placement (DAEP)

IV. Other Services/Programs

- A. Band
- B. Athletics
- C. Health Science
- D. Technology
- E. Parent & Community Involvement
- F. Credit Recovery
- G. Round Table

V. Surveys

- A. Parent
- B. Drug
- C. Teachers' "Things to Think About"

Significant Findings:

Concerns:

1. Changing Demographics
 - a. Proactive Approach to Declining Enrollment
2. Disrespect
3. TAKS Math (All students and subpopulations)
4. Effectiveness of Tutorials and TAKS Courses
5. Positive Learning Environment (Teacher-Student Connections)
6. Attendance
7. Focus on all educational needs of subpopulations
 - a. At-Risk student needs
 - b. Special Education student needs including testing and classroom Inclusion
 - c. Gifted and Talented students
8. Proactive Approach to the state 4 x 4 Curriculum Plan
9. Technology Infrastructure
10. Parent awareness of online grade access
11. Teacher motivational strategies

Noteworthy:

1. Special Education student receiving “Commended” Performance on TAKS
2. Met AYP
3. Third grade TAKS reading performance
4. Teacher retention
5. Counseling services (Round Table and Crisis Support)
6. Parent Academy
7. Safe schools rating
8. Post Secondary Education Plans of graduating seniors
9. Athletic program
10. Band Programs
11. Academic all-district students from various extracurricular activities

2008-2009 District Goals

- 1. EISD students will be educated in a safe and engaging classroom environment relevant to learning in a climate of mutual respect.**
- 2. EISD students will meet the high state and federal standards.**
- 3. EISD students will be taught highly qualified teachers who are assisted by highly qualified paraprofessionals.**
- 4. EISD will actively engage parents and the community in the educational process.**
- 5. EISD will promote student attendance and educational opportunities in the general education classroom.**

Goal 1: EISD students will be educated in a safe and engaging classroom environment relevant to learning in a climate of mutual respect.

Performance Measures:

1. There will be a 5% decrease in number of students reporting drug use on the annual survey.
2. Electra ISD will have no students testing positive on the random drug testing program.
3. There will be a 10% increase in favorable comments responding dealing with respect on parent, students and staff surveys.
4. NCLB Performance indicator: No campus will be designated as persistently dangerous schools, as defined by the State.
5. NCLB Performance indicator: A 1% increase in the percentage of students who graduate from high school, with a regular diploma that reflects fulfillment of State academic standards and in the standard number of years, disaggregated by race, ethnicity, gender, disability status, migrant status, English proficiency, and status as economically disadvantaged.
6. NCLB Performance indicator: A 1% decrease in the number of students who drop out of school after entering grades 7 through 12, disaggregated by race, ethnicity, gender, disability status, migrant status, English proficiency, and status as economically disadvantaged.
7. There will be a 5% decrease in the number of ISS (in-school-suspension) and DAEP (district alternative education placement) referrals.

Summative Evaluations: Annual discipline reports disaggregated by campus, grade level, and student group. Results of surveys by parents, students and staff. Graduation (Completion) and drop-out rates. PBMAS report.

Strategies/Activities	Person Responsible	Budget/Resources	Formative Assessments	Benchmark Timelines	Target Populations
1. Continue Drug Testing Program	1.G. Nightingale	1.Local funds	1a. List of students tested 1b. Test results	1a. Jan. 23, 2009 1b. May 29, 2009	1. 7-12 students
2. Continue sending staff teams to "Capturing Kids' Hearts" training	2.G. Nightingale/ Principals	2.Local funds	2a. Schedule of training 2b. Training attendance list and	2a. Jan. 23, 2009 2b. June 12, 2009	2. Faculty team across all grade levels

3. Continue Roundtable Programs to instill conflict resolution skills, address suicide prevention, and prevent violence/harassment	3. Principals	3. Local funds	evaluations 3a. Session leaders list and training 3b. Calendar of sessions 3c. Student surveys	3a. October 6, 2008 3b. October 6, 2008 3c. May 20, 2009	3. Students in grades 4, 6, 9.
4. Explore methods of funding technology infrastructure	4.G. Nightingale/ Principals / Technology Director	4. Local funds	4. Report of findings	4. Feb. 16, 2009	4. All students
5. Develop and implement campus technology needs assessments	5. Principals/Campus Teams	5. Local funds	5a. Report of findings 5b. Log of faculty use of implementation	5a. Oct. 10, 2008 5b. Dec. 12, 2008 5b. March 25, 2009 5b. May 8, 2009	5. All students
6. Continue implementing strategies for EISD employees to model and teach courtesy and respect	6. Principals/Campus Team	6. Local funds	6a. Teacher comments 6b. Survey results	6a. Monthly faculty meetings 6b. May 8, 2009	6. All students
7. Provide drug prevention lessons and outside presenters	7. Principals	7. Title IV COOP ESC 9 7. Local funds	7a. D.A.V.E lesson documentation 7b. Student surveys	7a. Jan. 23, 2009 7b. May 8, 2009	7. All students
8. Utilize SCE funds to provide DAEP services to meet the needs of all three campuses in maintaining a safe and orderly learning climate.	8. G. Nightingale	8. SCE ??	8a. Discipline report 8b. Principal reports 8c. End of year PEIMS	8a. Each 6 weeks 8b. Monthly 8c. June 2, 2009	8. All students
9. Continue providing counseling	9. G. Nightingale	9. Local and Title I	9a. Counselor logs	9a. January 23, 2009	9. All students

services at all campuses to assist in the prevention of suicide, harassment, dating violence, and conflict resolution		funds	9b. Student Surveys	9b. May 8, 2009	
10. Continue providing staff development related to conflict resolution, child abuse, confidentiality, and blood borne pathogens	10. N. Curry	10. Local Funds	10. Sign-in sheets	10. August 17, 2008	10. All staff

Goal 2: EISD students will meet the high state and federal standards.

Performance Measures:

1. NCLB Performance indicator: A 2% increase in the percentage of students in the aggregate and for each student group, who are at or above the proficient level in reading on the State's assessment.
2. NCLB Performance indicator: A 5% increase in the percentage of students in the aggregate and in each student group, who are at or above the proficient level in mathematics on the State's assessment.
3. NCLB Performance indicator: All Title I schools will make adequate yearly progress.
4. A 5% increase in the percentage of students in the aggregate and for each student group, who are at or above the proficient level in science on the State's assessment.
5. Achieve a 90% passage rate for students in the aggregate and in each student group, who are at or above the proficient level in writing and social studies on the State's assessment.

Summative Evaluations: TAKS and other state assessment results disaggregated by student group. Federal AYP report.

Strategies/Activities	Person Responsible	Budget/Resources	Formative Assessments	Benchmark Timelines	Target Populations
1. Implement purposeful research based and data driven interventions to meet the needs of	1. Campus Principals	1a. Local funds 1b. Title I funds	1a. Bench mark test results 1b. Six weeks	1a. Nov. 3, 2008 Feb. 6, 2009 1b. Each six weeks	At-risk students

<p>struggling students</p> <p>2. Utilize the Curriculum Leadership Cooperative (CLC) scope and sequence materials and provide training to ensure the needs of students are met in all core subjects with emphasis on math and science; (include teachers in Special Education)</p>	<p>2. Principals</p>	<p>2. Local funds</p>	<p>failure lists</p> <p>2a. Training calendar 2b. Documented faculty training attendance 2c. Lesson plans of core teachers. 2d. "Things to Think About" questionnaire</p>	<p>2a. Aug. 1, 2008 2b. Jan. 23 & March 6, 2009 2c. Each six weeks 2d. May 20, 2009</p>	<p>All students</p>
<p>3. Build on vocabulary lists provided by CLC and share with other grade level teachers</p>	<p>3. Principals</p>	<p>3. Local funds</p>	<p>3a. Minutes of monthly departmental meetings 3b. Vocabulary lists for core subjects</p>	<p>3a. Monthly 3b. Feb. 6, 2009</p>	<p>3. All core subject teachers</p>
<p>4. Provide opportunities for team planning</p>	<p>4. Principals</p>	<p>4. Local funds</p>	<p>4a. Calendar of meeting dates 4b. Agenda for 2 early release dates 4c. Minutes of monthly departmental meetings.</p>	<p>4a. Sept. 3, 2008 4b. ??? 4c. Monthly</p>	<p>4. All students</p>

5. Provide staff development in the use of AEIS IT and student expectations for all teachers including special populations.	5.N. Curry	5. Local funds	5a. Staff development calendar 5b. Agenda 5c. Attendance log	5a. Sept. 1, 2008 5b. Oct. 30, 2008 5c. Oct. 30, 2008	5. All staff
6. Visit districts with comparable demographics to observe effective inclusion practices	6. Principals	6. Local funds	6a. List of districts 6b. Travel requisitions 6c. Teacher written reports	6a. Oct. 1, 2008 6b. Nov. 3, 2008 Feb. 6, 2009 6c. Dec. 5, 2008 March 25, 2009	6. Special education students
7. Conduct a book study on inclusion	7.G. Nightingale	7. Local funds West Wichita CO-OP	7a. List of book distribution 7b. Campus Discussion Calendar 7c. list of identified concepts	7. Oct. 1, 2008 7b. Oct. 10, 2008 7c. May 1, 2009	7. All staff
8. Provide professional development in differentiated instruction to meet the needs of all students	8. J. Goodwin	8. Local funds	8a. Staff development calendar 8b. Staff attendance log 8c. Agenda	8. Sept. 4, 2008	8. All students
9. Each campus will utilize State Comp Education funds to develop	9. G. Nightingale	9. ??? FTE	9a. Student grades 9b. Benchmark	9a. Each six weeks 9b. Nov. 3, 2008;	9. At-risk students

instructional programs to serve the academic needs of at-risk students			results 9c. TAKS/state assessments	Feb. 3, 2009 9c. May 29, 2009	
10. Explore additional opportunities in expanding the dyslexia program ???	10. Principals	10. Local funds	10. Dyslexia student schedule	10.???	10. Dyslexic students

Goal 3: EISD students will be taught highly qualified teachers who are assisted by highly qualified paraprofessionals.

Performance Measures:

1. 100% of core area teachers will be highly qualified.
2. 100% of instructional paraprofessionals will meet the highly qualified standards.
3. 100% of new hires will meet highly qualified status prior to employment.
4. NCLB Performance Indicator 3.1: The percentage of classes being taught by highly qualified teachers in the aggregate and in high poverty schools will be 100%.
5. NCLB Performance Indicator 3.2: The percentage of teachers receiving high quality professional development will be 100%.
6. NCLB Performance Indicator 3.3: The percentage of instructional paraprofessionals who are highly qualified will be 100%.

Summative Evaluations: Personnel files, highly qualified worksheets and principal attestations.

Strategies/Activities	Person Responsible	Budget/Resources	Formative Assessments	Benchmark Timelines	Target Populations
1 Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities include posting vacancies in multiple sites and maintaining an active webpage.	1. G. Nightingale	1. Local funds	1a. Number of positions posted 1b. Number of applications completed	1. September 2, 2008	1. All staff members

<p>2. Establish an effective teacher mentoring system to retain highly qualified staff.</p>	<p>2. Campus principals</p>	<p>2. Local funds</p>	<p>2a. Mentor assignments 2b. Mentor conferences with Campus Principals</p>	<p>2a. Aug. 14, 2008 2b. Each six weeks</p>	<p>2. All teachers</p>
<p>3. Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet high qualified status.</p>	<p>3. N. Curry</p>	<p>3. Local funds</p>	<p>3a. Personnel files 3b. Professional development records 3c. Conferences with teachers</p>	<p>3. July 20, 2008</p>	<p>3. All teachers</p>
<p>4. Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, and TExES testing in order to assure all staff is highly qualified. The district will pay teachers who take test for additional certification and the cost for having it placed on certificates.</p>	<p>4. G. Nightingale/ N. Curry Campus Principals</p>	<p>4. Local funds</p>	<p>4a. Number of teachers in alternative certification programs 4b. Professional development records 4c. number of teachers requesting reimburse for adding areas of certification.</p>	<p>4a. Aug. 15, 2008 4b. Jan. 9, 2009 4c. May 22, 2009</p>	<p>4. All teachers</p>
<p>5. Require secondary Art teacher to be highly qualified by Sept.</p>	<p>5. G. Nightingale/ N. Curry</p>	<p>5. Local funds</p>	<p>5. TExES results</p>	<p>5. Aug. 15, 2008</p>	<p>5. Steinkamp</p>

<p>2008</p> <p>6. Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified</p> <p>7. Require any instructional aides not considered highly qualified to complete TOP training at ESC9.</p> <p>8. Continue providing incentives for teachers to attend training to obtain additional certifications such as ESL and Gifted & Talented</p>	<p>6. N. Curry</p> <p>7. G. Nightingale/ Campus Principals</p> <p>8. G. Nightingale</p>	<p>6. Local funds</p> <p>7. Local funds</p> <p>8. Local Funds</p>	<p>6a. Personnel files 6b. Professional development certificates</p> <p>7a. Professional development records 7b. Number attending TOP training</p> <p>8a. Number who attain new certifications 8b. Stipends paid 8c. Personnel files</p>	<p>6. Aug. 15, 2008</p> <p>7a/b. May 22, 2009</p> <p>8. May 22, 2009</p>	<p>6. All Instructional Paraprofessionals</p> <p>7. All Instructional Paraprofessionals</p> <p>8. All teachers</p>
---	---	---	--	--	--

Goal 4: EISD will actively engage parents and the community in the educational process.

- Performance Measures:**
1. There will be a 2% overall increase of positive responses to the annual parent survey.
 2. There will be 2% increase of positive responses to the annual survey for questions #7, 15, 17, 18, 20, 21, 26, and 31 concerning communication.
 3. There will be a 40% average increase in attendance at parenting classes and Parent Academy.

Summative Evaluations: Parent surveys, Parent Academy and events participation logs.

Strategies/Activities	Person Responsible	Budget/Resources	Formative Assessments	Benchmark Timelines	Target Populations
1. Establish various communication tools to update parents on school programs and activities (email groups, newsletters, notes, website and meetings, voicemail)	1.Principals/ Technology Director	1. Local funds	1a.Campus newsletters 1b. Notes sent to parents	1a. Each semester 1b. Each semester	All parents
2. Promote and train parents and teachers on Gradebook online	2.Principals/ Technology Director	2.Local funds	2a. Attendance log teacher 2a. Attendance log parents 2b. Training agenda 2c. Parent survey question #31	2a. September 18, 2008 2b. September 30, 2008 2c. May 20, 2009	2. All parents and teachers
3. Continue using the website as an avenue of communication that is current and relevant	3. Principals/ Technology Director	3. Local funds	3 Log of updates 3. Parent survey #30	3. Posting each semester 3b. May 20, 2009	3. All parents
4. Continue current programs such as parent academy, parenting classes, Texas Reading and Math nights, parent conference day and home visits	4.Principals	4.Local funds and Title funds	4a. Summary of activities at events 4b. Attendance log	4a/b. Each semester	4. All parents
5. Continue providing internet safety training for parents	5.Principals	5. Local funds	5a.Number of publications in	5a/b.Each semester	5. All parents

<p>6. Conduct meeting to inform parents and community of all federal programs offered by EISD</p>	<p>6.N. Curry</p>	<p>6. Title funds and local funds</p>	<p>newsletters and webpage 5b. Attendance log At parenting class</p>	<p>6a. November 2008 6b. Each semester 6c. Each semester</p>	<p>6. All parents</p>
<p>7. Continue the distribution of TAKS results to parents to promote an understanding of the impact of the state assessment and to answer any questions from the parents on the impact on their child</p>	<p>7. Counselors</p>	<p>7. Local funds</p>	<p>6a. Calendar of meetings 6b. Agenda and minutes of meetings 6c Attendance log</p>	<p>7a. Meetings schedule 7a. March 31, 2009 7a. April 30, 2009 7b. Training materials 7b. March 30, 2009 7c. Attendance log</p>	<p>7. All parents</p>
<p>8. Continue annual parent survey to seek parent input through a random sampling of all parents</p>	<p>8. N. Curry</p>	<p>8. Local Funds</p>	<p>8a. Compile mailing list 8b. Mail out surveys 8c. Tabulate results 8d. Present findings</p>	<p>8a. March 31, 2009 8b. April 7, 2009 8c. April 30, 2009 8d. June 18, 2009</p>	<p>8. Parents</p>

9. Encourage teachers to share email addresses with parents as a form of communication	9. Principals	9. Local funds	9. E-mail contact list	9. October 31, 2008	9. Parents
10. Investigate links to add to website to aid parents with homework	10. Principals/ Technology Director	10. Local funds	10. List of links 10b. Website posting logs	10. November 21, 2008 10b. Each semester	10. All parents
11. Continue disbursing information through media sources within the community	11. N. Curry	11. Local funds	11a. Distribute submission procedures 11b. Newspaper articles	11. Sept. 5, 2008 11b. Each quarterly	11. All parents and Community
12. Continue offering basic computer skills class for parents and community	12. N. Curry	12. Local funds	12. Attendance sheets	12. March, 2009	12. All parents and Community
Goal 5: EISD will promote student attendance and educational opportunities in the general education classroom.					
Performance Measures:					
<ol style="list-style-type: none"> 1. Meet a district attendance rate of 97%. 2. 5% decrease in ISS and AEP referrals 					
Summative Evaluations:					
<ol style="list-style-type: none"> 1. Attendance rate report disaggregated by student groups. 2. In-school-suspension (ISS) and District Alternative Education Placement (DAEP) reports disaggregated by student groups. 					
Strategies/Activities	Person	Budget/Resources	Formative	Benchmark	Target

	Responsible		Assessments	Timelines	Populations
1. Apply strategies learned through “Capturing Kids’ Hearts” to provide a welcoming school climate	1.Principals	1. Local funds	1a. Discipline logs 1b. Student and parent surveys	1a. Jan. 30, 2009/ June 10, 2009 1b. May 22, 2009	1. All students
2. Explore feasibility of providing general medical prevention programs on site	2.G. Nightingale	2. Local funds	2. Report of findings	2. Dec. 15, 2008 May 22, 2009	2. All Students K-8
3. Develop transition methods to assist students in returning to home campus from alternative campuses	3. Counselors	3. Local funds	3. List of methods	3. Nov. 14, 2008 Jan. 14, 2009 May 22, 2009	3. All students
4. Analyze instruction days missed due to disciplinary methods	4. N. Curry	4. Local funds	4. ISS & DAEP reports	4. Dec. 15, 2008 May 22, 2009	4. All students
5. Encourage teachers and administrators to maintain contact with students at alternative campuses	5. G. Nightingale	5. Local funds	5a. ISS & DAEP reports 5b. Student surveys	5a. Dec. 15, 2008 5a/b. May 22, 2009	5. All students
6. Reinstate home visits for students absent for 3 days or more	6. P. Bruce	6. Local/Title funds	6a. Log of visits 6b. Attendance reports	6. Dec. 15, 2008 May 22, 2009 6b. Each six weeks	6. All students
7. Study effects of extracurricular absences from classroom	7. N. Curry	7. Local funds	7a. Student attendance reports	7a.Each six weeks 7b. Each six weeks	7. All students

8. Investigate course offerings and/or course design to meet student needs as well as state requirements	8. Principals	8. Local funds	7b. Student grades 7c. Campus Team reports	7c. Oct. 24, 2008 Jan. 23, 2009 March 27, 2009	8. All students
9. Identify and serve homeless students within EISD boundaries	9.N. Curry/P. Bruce	9. Title funds	8a. Student surveys 8b. Report of findings 8c. Plan for revisions	8a. Dec. 5, 2008 8b. Jan. 9, 2009 8c. Jan. 16, 2009 May 8, 2009	9. Homeless students
10. Continue to participate in career awareness opportunities through Tech Prep, Vernon College, and Region 9	10. N. Curry	10. Local funds/Tech Prep funds	9a. Student forms 9b. Social workers log of service 9c. TAKS test results of identified students	9a/b. Sept. 12, 2008 Jan. 30, 2009 May 29, 2009 9c. May 29, 2009	10. All students
			10a. field trip schedules 10b. student rosters of attendance	10. November 14, 2008 Jan. 14, 2009 May 22, 2009	

2008-2009 Staff Development Matrix

Date	Training	Presenter/Person Responsible	Place
TBA	TOPS (Paraprofessionals)	Region 9 ESC	Region 9
July 21	CPI (New Personnel)	Administrative Assistant	Junior High
August 18	General Assembly	Superintendent	Junior High
August 18	Blood borne Pathogens	Administrative Assistant	Junior High

August 18	Conflict Resolution	Rosie Flanigan	Junior High
August 18	Child Abuse	Patty Kay Bruce	Junior High
August 18	Confidentiality	Cheryl Johnson	Junior High
August 19	CPT Refresher Training	John Conway	Junior High
August 20	Meetings with Campus Principals	Campus Principal	Home Campus
???	Confidentiality	Superintendent	Home Campus
August 20	AEIS IT	Meredith Perry	Home Campus
August 21	Workday	Campus Principal	Home Campus
August 22	Workday	Campus Principal	Home Campus
September 4	Differentiated Instruction	Janet Goodwin	Home Campus
September 18	Gradebook On-line	Campus Principal	Home Campus
September 18	Microsoft 2007	Campus Principal	Home Campus
October 30	Curriculum Leadership Cooperative Training of core subject teachers	Campus Principal	Region 9
???early release date	CLC horizontal and vertical alignment of core subjects	Campus Principal	Junior High
??? early release date	CLC vocabulary list horizontal and vertical alignment of core subjects	Campus Principal	Junior
November 30	Select Math & Science teacher visit to similar districts	Campus Principal	Similar area schools
January 23, 2009	Capturing Kids Hearts	Superintendent	TBA
February 6, 2009	Math & Science Teachers visit to similar districts	Campus Principal	Similar area schools
May 1, 2009	Book Study on Inclusion		
June 12, 2009	Capturing Kids Hearts	Superintendent	TBA