

Gorman ISD District Improvement Plan 2009-2010

June 22, 2009

Date of School Board Approval

Legal References

- *Each school **district** shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. (Section 11.251 of the Texas Education Code)*
- *Each school year, the principal of each school **campus**, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the academic excellence indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)*

Mission Statement

"The mission of Gorman ISD is to provide the best possible educational program to meet the individual needs of all students, assuring them the opportunity to be responsible and productive citizens."

Planning and Decision Making Committee

Name	Position Parent, Business, Community, Teacher, etc	Signature
Julie Clark	Parent	
Cliffa Vaughn	Community Member	
Shanda Morrison	Business Owner	
Dianne Casey	Professional Staff Elementary	
Nana Vaughn	Professional Staff Elementary	
Deborah Sanchez	Professional Staff JH/HS	
Sandra Porter	Professional Staff JH/HS	
Maribel Garcia	Paraprofessional Staff	
Cindy Underwood	District Technology Director- Chairperson	
Mary Reeves	Campus Principal – Elementary	
Jeff Byrd	Campus Principal – JH/HS	
David Perry	Superintendent	
Terrye Nickels	District Business Manager	

Comprehensive Needs Assessment: Summary of Findings

Prioritized Areas of Concern	
Areas of Concern	Data Source
<i>Math and Science TAKS Scores</i>	<i>TAKS, ACT, SAT and Teacher Input</i>
<i>Personnel Concerns</i>	<i>Observation/Teacher input</i>
<i>Vertical and Horizontal Alignment</i>	<i>TAKS scores, Teacher input</i>
<i>Technology Needs</i>	<i>Teacher and Student Surveys, Competencies</i>
<i>CATE</i>	<i>Registration for classes, Teacher Input</i>
<i>Remediation for struggling students</i>	<i>TAKS, Teacher Observation</i>
<i>Parental Involvement</i>	<i>Observation, Sign In Sheets, Visitor Records</i>
<i>Adult Literacy</i>	

In this plan, the term “student groups” refers to students who are
H, W, AA, ED, Migrant, LEP, G/T, and Special Education

State Compensatory Education

This District has written policies and procedures to identify the following:

- Students who are at risk of dropping out of school under state criteria
- Students who are at risk of dropping out of school under local criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio

Total SCE funds allotted to this District/Campus _____ \$233,345 _____

Total FTEs funded through SCE at this District/Campus _____ 4 _____

The process we use to identify students at risk is:

_____ State indicators, PEIMS Reports, _____

**State Compensatory Education Program
Program Evaluation/Needs Assessment
Grades 3-12**

TAKS	Math % Met Standard			Reading/ELA % Met Standard			Writing % Met Standard			Science % Met Standard			Social Studies % Met Standard		
	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008
Students At-Risk	54%	57%		89%	83%		93%	67%		31%	57%		77%	80%	
Students Not At-Risk	46%	43%		11%	17%		7%	33%		69%	43%		23%	20%	

	Drop Out Data		Completion Data	
	2005	2006	2005	2006
District Wide Dropout Rates	0%	5%	100%	90%

State Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

Federal, State and Local Funding Sources

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students.

Program/Funding Source
Federal Programs
<i>Title I, Part A</i>
<i>Title I, Part C (Migrant)</i>
<i>Title II, Part A (TPTR)SSA</i>
<i>Title II, Part D (Technology)SSA</i>
<i>ESEA Title VI (Innovative)SSA</i>
<i>Carl Perkins SSA</i>
State Programs/Funding Source
<i>Accelerated Reading Instruction Funds</i>
<i>Career/Technology Education</i>
<i>State Compensatory Education</i>
<i>Dyslexia</i>
<i>Gifted/Talented</i>
<i>Special Education</i>
<i>Bilingual/ESL Program</i>
<i>SFSF</i>
<i>Title I ARRA</i>
IDEA B PreSchool ARRA

<i>Title II Part D Stimulus SSA</i>
<i>IDEA B ARRA</i>
Local Programs/Funding Source
<i>Grants</i>

Goal 1: The students of Gorman Independent School District will demonstrate mastery of all objectives in the core curriculum.

Summative Evaluation: 80% of all students pass all portions of the state tests, meet ARD expectations, and the Campus/District will meet AYP.

Objectives:	Activities:	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Objective 1: The GISD Administration will give a quantitative report on the measurable gain toward achieving the stated goal. The report will be delivered to the Board of Trustees and community in June 2009, and shall cover the following instructional areas: Language Arts, Reading, Writing, Mathematics, Science, Social Studies.</p>	<p>Provide time for personnel to make decisions on the curriculum</p>	<p>Campus Admin</p>	<p>June 2009</p>	<p>Local Funds</p>	<p>Board Approval, Minutes, TAKS Data Collection</p>
<p>Objective 2: GISD will strive to increase TAKS scores by 3% for all core subjects.</p>	<p>Provide tutorial times for students who are at risk of failure in core subject areas</p>	<p>Core subject teachers, Campus Admin,</p>	<p>Every 3 weeks</p>	<p>Software, Added Personnel, State and Local funds, Title I, SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA</p>	<p>Improved six weeks grades TAKS Scores</p>

Goal 2: In Gorman ISD 100% of core academic classes will be taught by highly qualified teachers and 100% highly qualified staff will be maintained.

Summative Evaluation: 100% of core academic classes will be taught by Highly Qualified teachers and 100% Highly Qualified staff will be maintained.

Data 2008-2009	% Classes taught by Highly Qualified Teachers	% Highly Qualified Teachers	% Highly Qualified Paraprofessionals
	100%	100%	100%

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Objective 1: 100% of core academic classes will be taught by highly qualified teachers, 100% of paraprofessionals with instructional duties will meet NCLB requirements and 100% Highly Qualified staff will be maintained	Actively recruit highly qualified teachers, professionals, and paraprofessionals Develop and implement HQ strategies/activities to maintain HQ staff	Principal, Human Resources Dept.	Once a semester Beginning and end of each semester	State Funds Local Funds	100% core academic classes taught by HQ teachers, 100% paraprofessional meet NCLB requirements
Objective 2: 100% of teachers and 100% of paraprofessionals with instructional duties will receive high quality professional development	Provide meaningful, scientific, research-based professional development for all teachers and paraprofessionals	Principal, Staff Development Dept.	End of each semester	Local Funds State Funds Title I Funds SFSF, , Title I Part A ARRA,	Increased student performance

Goal 3: All students in Gorman ISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Summative Evaluation: There is a reduction in both incidents noted and discipline referrals by the amount stated.

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Objective 1: The number of incidents involving violence, tobacco, alcohol and other drug use (TAOD), will be reduced.	Provide bully prevention training for staff who has not been trained	Principal	Monitor: End of each semester	Bully Prevention Trainer ESC 14	Reduction in the number of bullying incidents and office referrals

Goal 4: All students in Gorman ISD will graduate from high school.

Summative Evaluation: Dropout rate of less than 1% and a completion rate of at least 95%.

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Objective 1: By May 2010, a dropout rate of less than 1% for all students and all student groups will be maintained and achieve a completion rate of at least 95%.</p>	<p>Provide credit recovery program and/or acceleration program for students at-risk for failure/drop out</p>	<p>Principal Designated teachers</p>	<p>End of each semester</p>	<p>Title I Computer programs SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA</p>	<p>Successful completion of course work to recover credits</p>

Goal 5: Parents and Community will be partners in the education of students in Gorman ISD.

Summative Evaluation: School records indicate that at least 90% of students' parents/family members participated in partnership in education opportunities.

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Objective 1: By May 2010, at least 90% of all students' parents and/or family members will participate in at least one school sponsored academic activity for/with their child(ren).</p>	<p>Provide State assessment results to parents in a language they can understand</p>	<p>Principal</p>	<p>Within 10 days of receipt of reports</p>	<p>Reports from testing company. Parent Portal, Room Mothers, Book Fair, Volunteer Request</p>	<p>Parents receive reports of assessment results</p>

Goal 6: Gorman ISD will encourage all students to take Dual Credit Courses.

Summative Evaluation: School records will indicate the number of students that are taking and passing dual credit courses.

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Objective: Gorman ISD will encourage the juniors and seniors to take dual credit courses from our partnering colleges.	Course selection process at the beginning of the year	Teachers, Counselor	Beginning of each semester	High School Allotment money	Final grade reports, student transcripts, college entrance with credits

Goal 7 : Gorman ISD will make 21st century technology available to all stakeholders.

Summative Evaluation: TAKS Scores, Competencies Test, Post Readiness Reports

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p><u>Objective 1:</u> Increase the technology hand held devices available for use in Math and Science. This will increase the math and science TAKS scores.</p>	<p>Purchase calculators to use in the classroom for projects and class work. Purchase software to insure the implementation of hand held devices.</p>	<p>Math and Science Teachers</p>	<p>Beginning of 2009 School year</p>	<p>State Funds, Local Funds SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA</p>	<p>TAKS scores, EOC exams, grades, teacher observation and input, student input</p>
<p><u>Objective 2:</u> Increase the number of interactive whiteboards available to teachers to use in the classroom to supplement instruction in a 21st century way.</p>	<p>Purchase and deploy the use of interactive white boards in the classrooms</p>	<p>Technology Department, Teachers</p>	<p>Beginning of 2009 school year</p>	<p>State Funds, SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA Local Funds</p>	<p>Teacher observation and input, Student input</p>

<p>Objective 3: Gorman ISD will employ educational aides to supplement instruction in the classrooms and labs.</p>	<p>Hire additional educational aides</p>	<p>Campus Principal and Technology Director</p>	<p>Summer 2009</p>	<p>State Funds, Local Funds, , SCE, Title I, SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA</p>	<p>Teacher Observation and Input, Student performance</p>
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Goal 8: All students will achieve their full educational potential

Summative Evaluation: Test scores, SAT, ACT, TAKS, EOC

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Objective 1: Students will perform at acceptable levels on the Academic Excellence Indicator System.</p>	<p>Set standard to which all students should perform</p>	<p>Campus Principals</p>	<p>On-Going</p>	<p>State Funds, L SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA ocal Funds</p>	<p>AEIS Reports</p>
<p>Objective 2: To enhance the overall learning environment for all groups of students.</p>	<p>Encourage all students to perform on a daily basis providing adequate time of completion</p>	<p>Campus Principals</p>	<p>On-Going</p>	<p>State Funds, Local Funds SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA</p>	<p>Report Cards, Attendance Records, Performance Reports</p>
<p>Objective 3: Special activities will be presented through the school year which will assist students in developing and understanding and appreciation for the fine arts and our cultural heritage.</p>	<p>Schedule programs with ESC and other outside resources</p>	<p>Campus Principals, Counselor</p>	<p>On-Going</p>	<p>State Funds, Local Funds, SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA</p>	<p>Teacher Input, Student Input, Observation, Counselor Reports</p>

Goal 9: To encourage regular attendance of all students to better enhance the learning environment.

Summative Evaluation: PEIMS reports, Student Attendance Records

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Objective: To maintain ADA to the 97% percentile.</p>	<p>Award students for perfect attendance, Commend students in participation of Classes</p>	<p>Campus Admin, Teachers,</p>	<p>On-Going</p>	<p>State Funds, Local Funds, SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA</p>	<p>Records of attendance, PEIMS Reports</p>

Goal 10: Gorman ISD will provide an exemplary program for students in Special Education.

Summative Evaluation: ARD evaluation sheets, Report Cards, Transition, PDAS

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Objective 1: Various methods, approaches and programs will be utilized to avoid over representation of student in special education.</p>	<p>Team teaching, pull-out or content mastery programs will support the teachers efforts in education of the students.</p>	<p>Special Education Teachers, Teachers, Campus Administration</p>	<p>Fall 2009- Spring 2010</p>	<p>State Funds, Local Funds, IDEA B ARRA, IDEA B PreSchool ARRA,</p>	<p>ARD evaluations, Student Input, Teacher Input, Report Cards</p>
<p>Objective 2: Increase the availability of Special Education Teachers to Elementary students to ensure a successful school experience.</p>	<p>Personnel increase at the Elementary Level of special programs.</p>	<p>Special Education Teachers, Teachers, Campus Administration</p>	<p>Fall 2009- Spring 2010</p>	<p>State Funds, Local Funds, IDEA B ARRA, IDEA B PreSchool ARRA,</p>	<p>Reports of Student to Teacher/Aide Ratio</p>
<p>Objective 3: Provide teachers at the high school level with inclusion aides to supplement the instruction in the regular classroom due to diversity in learning.</p>	<p>Hire Aides to supplement instruction of students that are in special programs</p>	<p>Special Education Teachers, Teachers, Campus Administration</p>	<p>Fall 2009- Spring 2010</p>	<p>State Funds, Local Funds, IDEA B ARRA,</p>	<p>Reports of Student to Teacher/Aide ratio</p>

Goal 11: _Vertical and horizontal alignment of curriculum will be addressed in all subjects taught on a regular basis.

Summative Evaluation: Sign-in sheets, Lesson Plans, Campus Principal Evaluations, PDAS

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
<p>Objective 1: Gorman ISD will strive to align curriculum needs both vertically and horizontally in all subjects.</p>	<p>Regular meetings with grade level instruction to determine the horizontal alignment of curriculum. Regular meetings with departments to ensure vertical alignment.</p>	<p>Campus Principals, Teachers,</p>	<p>On going throughout the school year</p>	<p>State Funds, Local Funds, SFSF, IDEA B ARRA, IDEA B PreSchool ARRA, Title I Part A ARRA, Title II Part D SSA</p>	<p>Lesson Plans, TAKS scores over a period of time, Input from Teachers and Students</p>

Goal 12: Gorman ISD will support the implementation of CATE courses and the growth of these programs

Summative Evaluation: Student Transcripts, Post High School Readiness, Report Cards

Objectives	Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Objective 1: Increase the number of students taking CATE classes.	Enroll and track students in the CATE courses. Make job opportunities available to CATE students on a regular basis.	CATE Teachers, Campus Principal, Counselor	Summer 2009 – Summer 2010	State Funds, Local Funds	Track Student Performance, Report Cards, Career Path Evaluations
Objective 2: Increase the number of students that have post readiness skills due to CATE courses.	Certify students in the areas of Safe Serve and Child Care. This will allow students to enter the job market ahead of other applicants.	CATE Teachers, Campus Principal, Counselor	Summer 2009 – Summer 2010	State Funds, Local Funds	Track Student Performance, Report Cards, Career Path Evaluations